

ECOFLOW

2025

Sustainability Report



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Reporting Considerations

Overview

This report is the first sustainability report published by ECOFLOW GLOBAL PTE. LTD. and its subsidiaries (hereinafter referred to as "the Company", "EcoFlow" or "we"; for subsidiaries and branches, their abbreviated names are used as the subject). It is intended for our stakeholders and focuses on disclosing our management, practices and performance in sustainable development.

Reporting Period

Unless otherwise stated, this report covers the period from 1 January 2025 to 31 December 2025 (the "Reporting Period"). To ensure the completeness of the report and to fully present our sustainability highlights, some content may trace back to earlier periods or extend forward.

Scope and Boundary

Unless otherwise specified, all material content contained in this report encompasses ECOFLOW GLOBAL PTE. LTD. and its subsidiaries.

Preparation Basis

This report is primarily prepared in accordance with the *Global Reporting Initiative (GRI) Sustainability Reporting Standards*, taking into account the actual circumstances of the Company's sustainability management at the current stage.

Data Sources and Reliability Assurance

The information and data disclosed in this report are derived from the Company's statistical records, relevant documentation, internal communications, or system records. The Company warrants that this report contains no false records or misleading statements and accepts responsibility for the truthfulness, accuracy and completeness of its content. All monetary amounts referred to in this report are denominated in RMB. The ultimate right of interpretation of all data rests with EcoFlow.

Access to the Report

This report is available on the Company's official website: <https://us.ecoflow.com/>.

Contact Information

We attach great importance to the views of our stakeholders. Readers are welcome to email us at IR@ecoflow.com. Your feedback will help us further improve this report and enhance our sustainability performance.

From Our Management

The world is accelerating transition toward green and low-carbon development. At EcoFlow, we have responded proactively and engaged deeply in this transition. In 2025, while serving more than 7 million users worldwide, we integrated the concept of sustainable development into our strategy and operations in a systematic manner. We believe that the long-term value of a company lies not only in commercial success, but also in the responsibilities it fulfills toward the environment, society, and every stakeholder.

Innovation-driven progress is the driving force empowering our green energy ecosystem.

We continue to build core technological barriers through sustained investment in R&D. In 2025, multiple series of our clean energy products won prestigious international awards, and OCEAN Pro received the world's first UL9540B certification for a residential energy storage system. We launched a range of new products including the DELTA 3 Max portable power station, 28W foldable solar panel, and RAPID PRO supercharging hub, and we partnered with BSH Home Appliances to build a smart home energy ecosystem, delivering reliable clean energy solutions for households, outdoor activities, and professional applications. We are dedicated to fostering a responsible industrial ecosystem. We completed a targeted survey on critical minerals and published our first supply chain due diligence report, working with partners to advance the sustainable development of the value chain.

Responsible operations form the foundation that strengthens our governance.

We have built a transparent, compliant, and efficient corporate governance system, and have elevated ESG management to a strategic level. We continuously improve our risk management framework, uphold business ethics, and place data security and user privacy protection as a top priority. We have obtained authoritative certifications such as ISO 27001, and work on to ensuring the long-term and steady growth of the Company through integrity-based operations, thereby repaying the trust placed in us by all parties.

People-centricity is the core value that safeguards our employees' well-being.

We strive to create a fair, inclusive, and safe working environment, strictly adhere to international labor standards, and ensure smooth internal communication through diverse channels including "EcoTalk" and the CEO mailbox. We value the growth of every employee and have established dual career development paths, managerial and professional, continuously empowering our team through the "Hao Xue Tang" platform and systematic training programs. In terms of occupational health and safety, we manage in accordance with the ISO 45001 occupational health and safety management system, regarding employee health and safety as a non-negotiable baseline, and safeguard our team's well-being through regular emergency drills and health care initiatives.

Ecological harmony is our resolute action to protect our shared planet.

We actively address climate change, embed the concept of green operations throughout the value chain, and have achieved ISO 14001 environmental management system certification. In our operations, we continuously drive energy conservation, emission reduction, and resource efficiency improvements, with waste generation having decreased by 20% compared to three years ago. In recent years, we have actively harnessed the public benefit value of our products and technology, providing clean power for ecological monitoring in Sanjiangyuan and the conservation of natural parks in Italy, donating saplings to the "Million Forest Initiative", and supporting animal rescue efforts in South Africa. Moreover, we collaborate with around 30 environmental organizations worldwide, extending our corporate responsibility into a broader sphere of ecological conservation.

Emergency response is our mission-bound duty to build resilience for life.

We consistently respond to global emergency rescue needs with our reliable portable energy storage products. In 2025, our equipment set up a "temporary emergency power station" in the flood-stricken areas of Rongjiang, Guizhou, and we continuously provided aid for disaster relief operations across the globe, including the Los Angeles wildfires and the Myanmar earthquake. We also reached deep into communities, bringing light to remote riverside communities in Brazil. During the Reporting Period, we donated supplies worth over RMB 1.21 million, safeguarding the hope of life in times of crisis and strengthening community resilience against disasters.

Looking ahead, challenges and opportunities coexist. We will drive green accessibility through technological innovation and solidify the foundation for development through responsible operations. Joining hands with all our partners, we work on to powering a cleaner, fairer, and more resilient future.

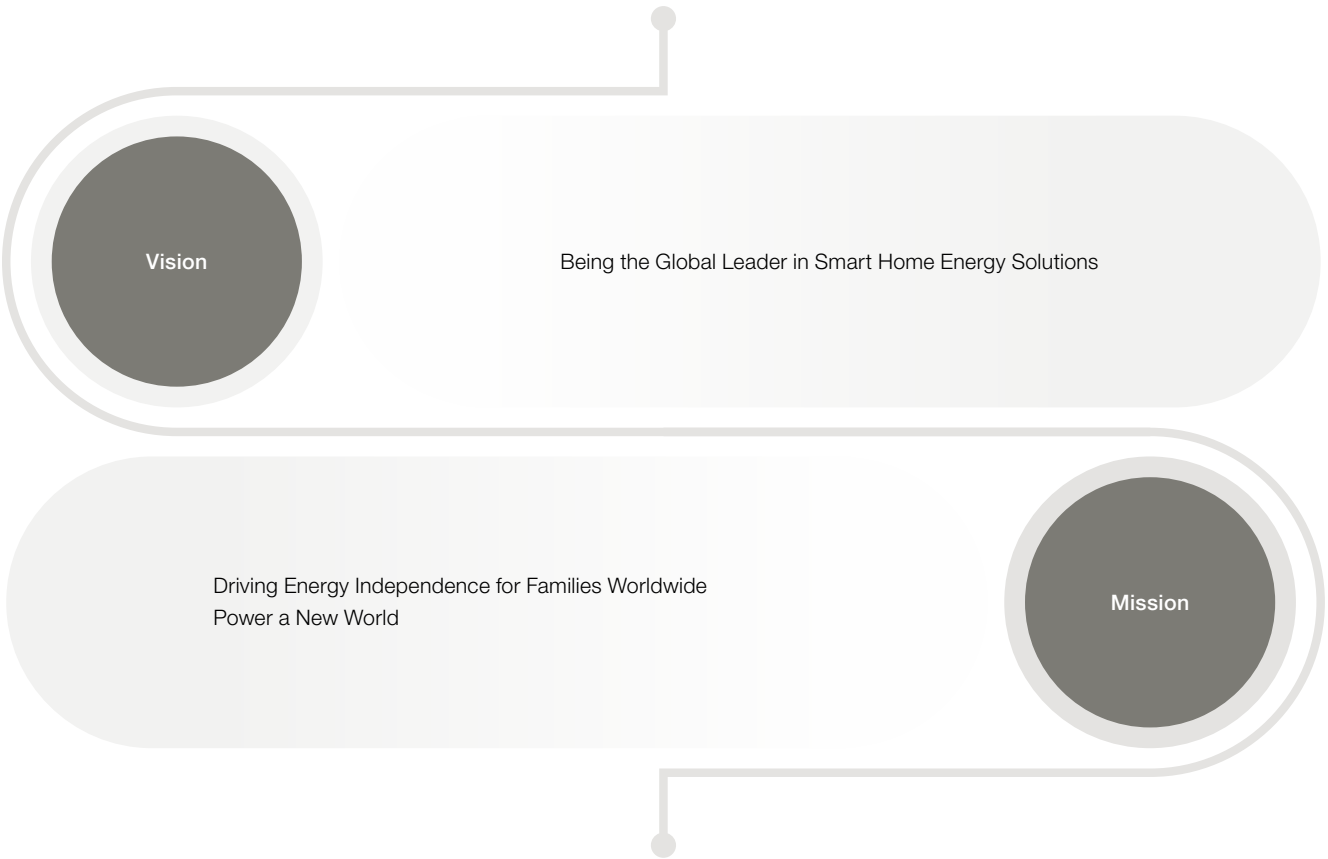
About EcoFlow

Company Profile

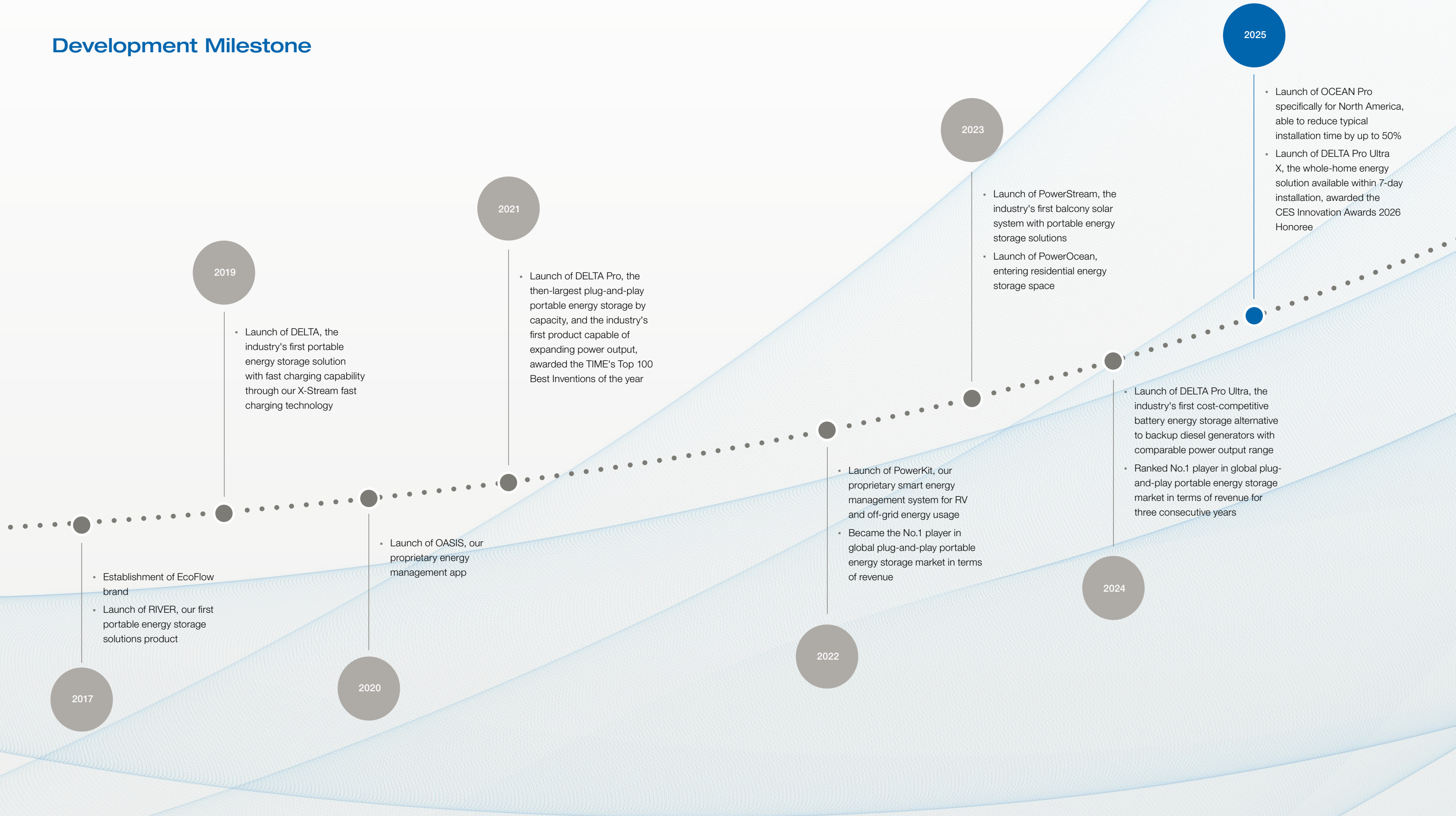
EcoFlow, the world's largest portable energy storage company in 2025, is dedicated to providing efficient and intelligent green power solutions for home use, outdoor travel, professional operations, and emergency rescue scenarios. Our main businesses include portable energy storage power stations, solar power generation systems, smart home energy management, and related eco-accessories. We are driven by a commitment to advancing the adoption and application of clean energy through innovative technology.

To date, EcoFlow has delivered products and services to over 7 million users worldwide, spanning more than 140 countries and regions, and has established mature sales and service networks in key markets including North America, Europe, Japan, and Australia. Staying true to an R&D-driven philosophy, we have cumulatively obtained over 1,700 authorized patents in core technology areas such as energy storage management, power electronics, and intelligent control, building formidable technological moats. Through continuous product iteration and scenario-based innovation, we are steadily expanding our value across home energy backup, outdoor lifestyles, industrial applications, and public welfare rescue, contributing to the transformation of the global energy structure and the practice of sustainable development.

Amid a new phase of industry evolution and technology-driven progress, we remain steadfast in reinforcing and deepening our core corporate culture, while continuously sharpening our keen responsiveness to energy trends, user needs, and team growth. Rooted in a culture that prioritizes technology and responsibility, we have systematically refined and elevated our corporate vision and mission to provide clear, consistent value guidance for our global team. Through sustained technological breakthroughs and dependable products, we deliver smarter and cleaner energy solutions, working hand in hand with all to advance the global energy transition and sustainable development.



Development Milestone



Annual Sustainability Highlights

Innovation-Driven: Empowering a Green Ecosystem

R&D investment exceeded RMB **1.01** billion, with R&D personnel accounting for over **40%**.

Cumulative patents granted surpassed **1,700**, and cumulative trademarks registered exceeded **800**.

Targeted due diligence on critical minerals covered **40** key raw material suppliers.

Organized **10** supplier training sessions and over **30** technical exchanges.

Customer satisfaction reached **77.57%**, with a customer complaint resolution rate of **100%**.

Responsible Operations: Strengthening Governance Foundations

Online internal control and compliance training covered **100%** of all regular employees and interns, with cumulative annual participation reaching **2,168** person-times.

Conducted **4** anti-corruption training sessions, with cumulative participation reaching **3,200** person-times.

Anti-corruption due diligence procedures achieved **100%** coverage.

Conducted **6** dedicated audits on information security and privacy protection.

People-Centricity: Safeguarding Employee Well-being

Female employees in management positions accounted for **28.08%**.

Total employee training hours reached **13,919.15** hours, averaging approximately **6.14** hours per person.

100% of employees received regular performance and career development evaluations.

EcoFlow Inc. and EcoFlow Innovation Ltd. have been certified to the **ISO 45001** occupational health and safety management system.

Ecological Harmony: Protecting Our Shared Planet

Hazardous waste compliant treatment rate: **100%**.

Compiled and refined a list of climate-related risks and opportunities to strengthen climate change response.

EcoFlow Inc. and EcoFlow Innovation Ltd. have been certified to the **ISO 14001** environmental management system.

Certain products have obtained **ISO 14067** product carbon footprint verification statements.

Emergency Response: Building Resilience for Life

Donated materials and funds worth RMB **1.21** million to disaster-stricken areas and communities at home and abroad during the year.

Actively fulfilled global social responsibilities and contributed to global emergency rescue efforts.



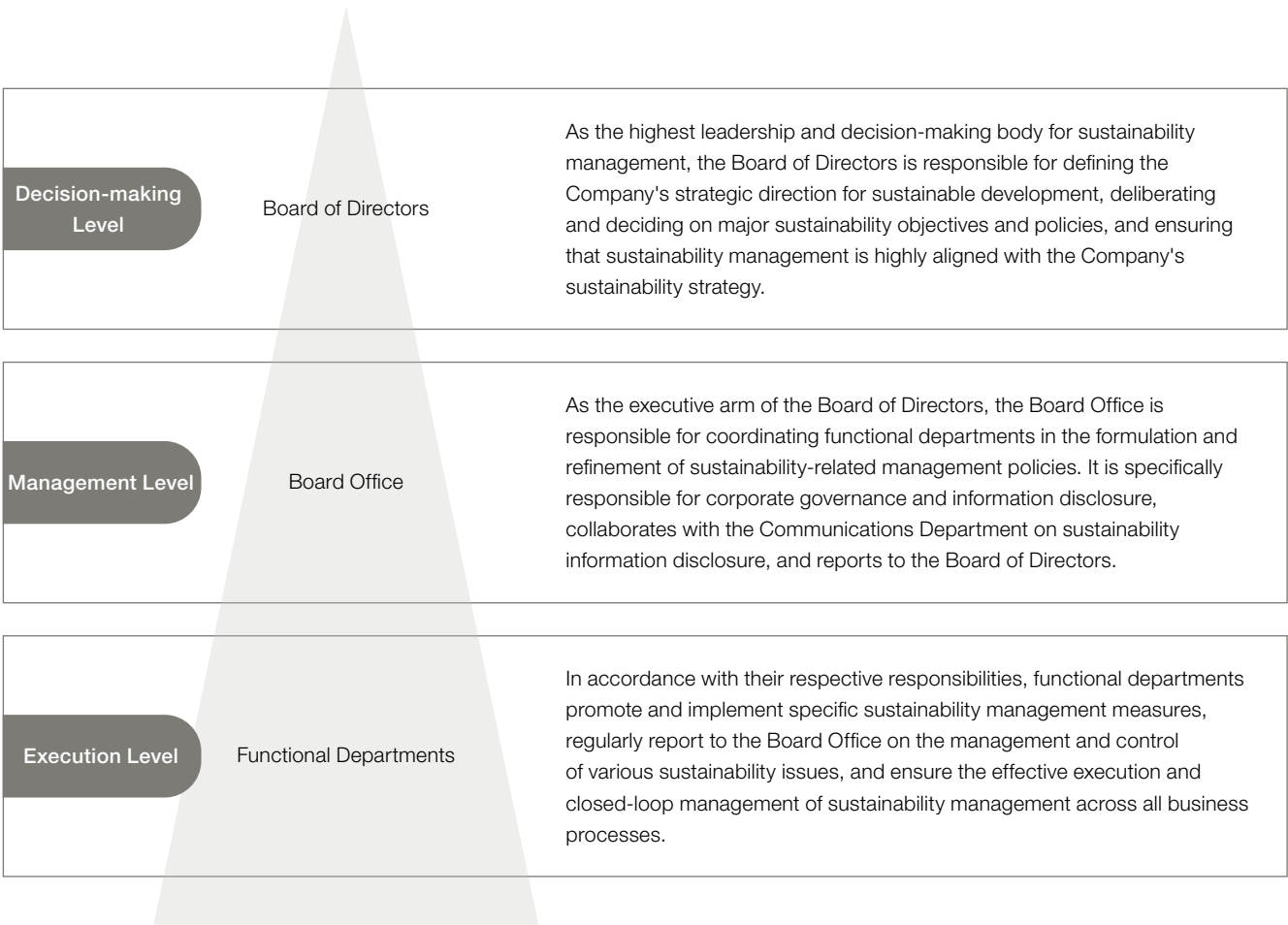
Sustainability Management

As a global innovator in portable energy storage and clean energy technology, we believe that our mission extends beyond delivering exceptional products, it lies in creating lasting, shared positive impacts on the environment and society through responsible operations. We have established a sustainability management structure with clearly defined responsibilities and accountabilities, and, guided by our business characteristics and corporate culture, we are exploring and building a sustainability strategy to continuously enhance our sustainability management capabilities.

Sustainability Management Structure

In response to global sustainability calls and initiatives, and to drive the full integration of sustainability principles into our business development, we have formulated the *Environmental, Social and Governance (ESG) Management Policy*, which sets out sustainability management principles and the management requirements for key issues.

We have built a sustainability management structure comprising the Board of Directors, the Board Office, and functional departments. This structure clarifies the roles and responsibilities at each level and the coordination mechanism for sustainability management, ensuring the effective implementation of sustainability objectives, policies, and management requirements, and promoting the organic integration of our sustainability strategy with corporate development strategy.



Sustainability Management Structure

Sustainability Strategy

"Being the Global Leader in Smart Home Energy Solutions" is our sustainability vision. Based on it, we have fully embedded our core sustainability principles into our long-term development framework, establishing the EcoFlow "P.O.W.E.R" sustainability strategy blueprint. We drive green technology through Pioneering, reinforce governance foundations through Obligation, unite our team's strength through Well-being, fulfill our environmental commitments through Ecosystem, and demonstrate social responsibility through Resilience.



EcoFlow "P.O.W.E.R" Sustainability Strategy Blueprint

Stakeholder Engagement

We recognize that our sustainable development stems from mutual trust, in-depth communication, and shared value creation with all stakeholders. We are committed to actively listening to, identifying, and responding to the expectations and concerns of diverse groups, including customers, employees, investors, partners, and communities, through systematic, two-way, and transparent communication mechanisms. Together, we strive to build a shared and sustainable future.

Stakeholder	Issues		Communication Channels	
Shareholders and Investors	- Corporate Governance - Compliance and Risk Management - Business Ethics - Innovation-Driven	- Sustainable Supply Chain - Data Security and Privacy Protection - Intellectual Property Protection	- General meetings / Periodic reports / Ad-hoc announcements - Roadshows - Telephone and email communication	
Regulatory Authorities / Government Agencies	- Corporate Governance - Compliance Management and Risk Management - Business Ethics - Emissions and Waste Management - Energy Utilization	- Water Resource Utilization - Intellectual Property Protection - Product Quality and Safety - Biodiversity Conservation	- Periodic reports / Ad-hoc announcements - Briefings and receptions - Official correspondence - Field research	
Customers / Distributors	- Innovation-Driven - Clean Technology Opportunities - Product Quality and Safety - Customer Service	- Data Security and Privacy Protection - Energy Utilization - Water Resource Utilization - Circular Economy	- Hotlines - Information feedback - Industry exchange meetings - Facebook	- Instagram - Xiaohongshu - Weibo - Satisfaction surveys
Employees	- Employee Rights Protection - Employee Training and Development		- Employee training - Daily communication - Email and suggestion boxes	- Facebook - Xiaohongshu - Weibo
Suppliers / Contract Manufacturers	- Innovation-Driven - Industry Collaboration and Development - Product Quality and Safety	- Sustainable Supply Chain - Emissions and Waste Management - Circular Economy	- Field research - Supplier conferences - Email	
Media	- Social Contribution - Climate Change Response - Biodiversity Conservation - Product Quality and Safety - Sustainable Supply Chain		- Official website - Industry exchange meetings - Facebook	- Instagram - Xiaohongshu - Weibo
Communities and the Public	- Climate Change Response - Emissions and Waste Management - Energy Utilization - Water Resource Utilization	- Circular Economy - Biodiversity Conservation - Social Contribution	- Official website - Facebook - Instagram - Xiaohongshu	- Social media during disaster emergencies - Public welfare project platforms

Stakeholder Issues of Concern and Communication Channels

Materiality Assessment

To establish clear priorities for sustainability management, we continuously identify, prioritize, and validate the core sustainability issues that require focused attention and management, through methods such as industry benchmarking and analysis of external environmental changes and trends. During the Reporting Period, taking into account industry focus areas, our operating conditions, and stakeholder concerns, we carried out an analysis and assessment of materiality issues, and consolidated the findings to develop a sustainability materiality matrix.



EcoFlow Sustainability Materiality Matrix

01

Pioneering Innovation-Driven, Empowering a Green Ecosystem

- 17 Building a Product Foundation
- 27 Empowering a Holistic Ecosystem

Facing the global energy transition trend, we regard technological innovation and ecological collaboration as the core driving forces of our development. We not only build a solid product foundation through independent R&D but also stimulate systemic green benefits through value chain cooperation, creating long-term value for the environment and society while advancing industry progress.



Sustainable Development Goals (SDGs) Response

Building a Product Foundation

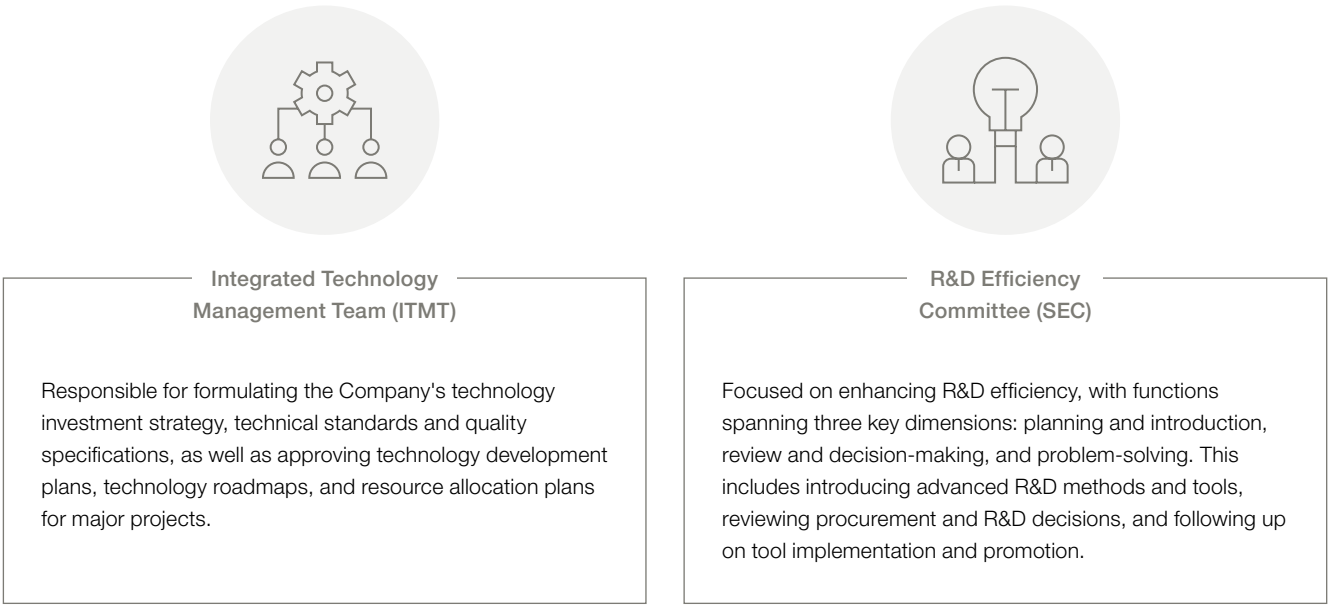
We center on continuous technological R&D, strengthening the innovation and application of clean energy technologies. Meanwhile, we ensure that products meet high standards of safety, reliability, and environmental protection through rigorous intellectual property protection and quality management systems, delivering trustworthy green energy solutions to users.

Innovation-Driven

We regard R&D as the core engine of our long-term development, establishing a management system that spans technology decision-making, project development, and resource assurance. The aim is to continuously launch innovative products that meet market demands with proven technical reliability.

We have built a global R&D network centered in China, with headquarters in Shenzhen, extending to Suzhou and Xi'an. We also continuously integrating new energy talent resources from the Yangtze River Delta, the central and western regions, and beyond to provide a solid foundation for long-term R&D activities. As of the end of the Reporting Period, our R&D personnel accounted for over 40%.

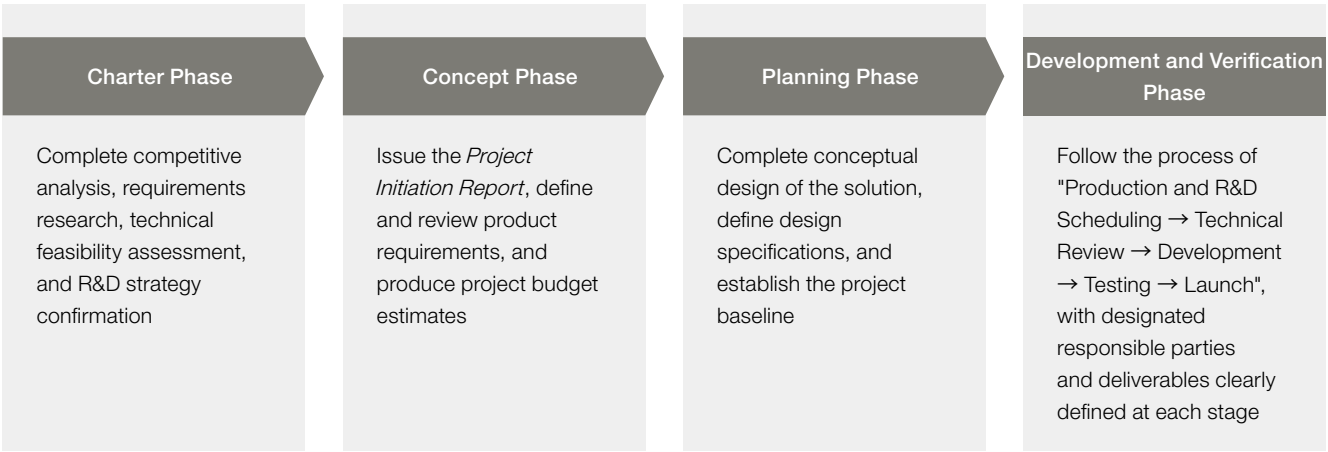
In terms of R&D management structure, we have established two core teams with clearly defined responsibilities for strategic decision-making and efficiency enhancement to drive innovation efforts forward.



R&D Management Teams

To enhance innovation efficiency, we have introduced the industry-leading Integrated Product Development(IPD) process, established technical review points, and built agile development workflows. Meanwhile, we drive implementation toward objectives through metrics such as shortened time-to-market and improved delivery fulfillment rates. At the same time, we have introduced the Technology and Platform Development(TPD) process to build capabilities in technology pre-research, technology development, and platform development, driving innovation through metrics such as platform reuse rate and technology transfer rate. Leveraging a full-chain technology management system, we ensure decision-making efficiency and the competitiveness of our product technologies.

In product development, we have established and follow a clearly defined product development pathway, delineating a complete process from initial analysis through to final realization.

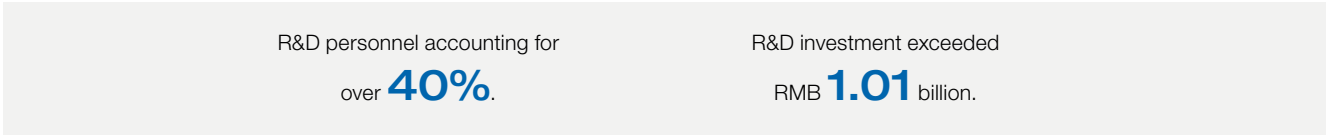


Product Development Process

At the same time, we have established a dedicated management process for pre-research/platform project initiation and new product introduction, which defines the key control points from technical solution review through to trial production and mass production. In terms of R&D support, we apply a lifecycle management approach to R&D equipment—acquisition, acceptance, calibration, and use—thereby solidifying our hardware foundation for research and development. As for organizational support, we manage product development through a cross-functional heavyweight team(RD-PDT), which is responsible for coordinating technology standardization, project scheduling, risk, and quality, and drives coordination through regular meeting mechanisms to ensure successful project delivery.

During the Reporting Period, our R&D investment exceeded RMB 1.01 billion, providing a foundation for technological innovation and system upgrades. On the smart energy front, we developed a L3 home smart energy solution centered on energy AI, covering intellegent prediction, dispatch, safety, and interaction. We launched a low-code platform to enable efficient delivery in key business scenarios. On the ecosystem front, we have built the EcoFlow open platform. Through standardized API interfaces and developer tools, it integrates the data and control capabilities of various hardware types, including residential energy storage and portable power stations. To date, the platform covers more than 30 core product lines, including residential energy storage and portable power stations, and features capabilities such as virtual power plant dispatch interfaces. We have also established partnerships with multiple international energy technology companies and leading virtual power plant operators to jointly promote the coordinated application of distributed energy storage resources and improve energy efficiency.

Furthermore, we achieved a breakthrough in our underlying technology platform with the launch of the X-Core 3.0 technology platform. As the world's first personal and home clean energy solution platform to address the three core pillars of "performance, safety, and intelligence", X-Core 3.0 has amassed over a thousand patents, including globally pioneering technologies such as X-Stream and X-Boost. The platform has already provided core support for our next-generation flagship product, the DELTA Pro 3, driving portable energy storage products into a new level of intelligence and integration. This also signifies that our solutions are now capable of replacing traditional energy sources and serving a broad base of household users.



With the product strength and innovation capabilities, our clean energy products received numerous accolades in 2025, with our innovations continuing to earn high recognition from renowned institutions, industry media, and consumers both domestically and internationally.

Product Series	Product Name	Award
Energy Ecosystem	GLACIER Classic	Yanko Design Best of Utility-Centric Design
	DELTA Pro Ultra	IF Design 2025
DELTA Series	DELTA Pro Ultra X	UX Design Award 2025
	DELTA Pro 3	Red Dot Design Award 2025
	DELTA 3 Plus	Red Dot Design Award 2025
Solar Panel	28W	Good Design Award 2025
RIVER Series	RIVER 3	Men's Health Tech Award 2025
	RIVER 3	Red Dot Design Award 2025
3C Series	RAPID	Esquire Gadget Award 2025 (Rapid Pro)
	RAPID	Red Dot Design Award 2025
	RAPID Pro (PowerBank)	UX Design Award 2025
Home Energy Storage Series	PowerOcean	German Design Award 2025
	PowerOcean DC Fit	German Design Award
	PowerOcean Plus	German Design Award
	PowerOcean series	EUPD Top Innovation Award
	OCEAN Pro	TIME Best Inventions
	OCEAN Pro	UX Design 2025
	STREAM Series	EUPD Top Innovation Award
	STREAM Series	UX Design Award 2025
	STREAM Series	German Innovation Award
	STREAM Ultra	German Favorite Award

2025 EcoFlow Product Awards Overview



Award Certificates for Selected Product Series

Clean Technology Opportunities

Global climate action, the growing demand for energy resilience, and fluctuations in energy costs are accelerating the development of clean energy technologies. Against this backdrop, distributed energy storage and smart energy management have become critical components in building the new power system, opening up broad market opportunities for relevant solutions.

As a provider of portable energy storage and residential green power solutions, we regard the development of clean energy technologies as a pathway to addressing climate change and ensuring energy security, enabling us to respond to market demand and drive the popularization of green energy. Guided by our strategy of "Powering households worldwide to achieve energy independence", we focus on technology opportunities in areas such as energy storage management and intelligent control. We are dedicated to building a product portfolio with exceptional competitiveness to deliver the ultimate user experience. By developing disruptive, industry-leading technologies, we provide users with new energy solutions for all home scenarios that exceed expectations.

Flagship Product Innovation: Defining Smart Home Energy Management

In response to market demand for smart and reliable home energy management, we continue to expand our smart ecosystem with the launch of a new generation of home energy management products, redefining the reliability and smart experience of home electricity through technology.

CASE

EcoFlow Home Energy Management System (HEMS)

This system enables seamless control of home energy through the App, Web interface, or PowerInsight, offering multiple modes to meet diverse user needs. The SmartEarning mode automatically optimizes electricity usage strategies, helping users reduce electricity bills and improve solar efficiency. The built-in EcoFlow Assistant can identify users' energy usage patterns and provide personalized recommendations and real-time decision support, assisting users in managing their energy consumption.



CASE

OCEAN Pro System and OCEAN Gateway

This product can automatically detect grid status and achieve seamless switching between on-grid and off-grid modes, providing uninterrupted backup power during outages and supporting on-grid self-consumption. Meanwhile, the system is equipped with a smart circuit breaker, enabling integration with external devices such as third-party photovoltaic systems and backup generators. It allows users to flexibly define operating modes based on actual needs, helping to optimize household energy expenses while ensuring a reliable home power supply.



EcoFlow OCEAN Pro Solar Battery System
Free From The Grid

CASE

DELTA Pro Ultra X Whole-Home Backup Power Solution

Against the backdrop of advancing home energy independence and intelligence, we launched the flagship whole-home backup power solution, DELTA Pro Ultra X. With scalable output of up to 36 kW, 180 kWh of energy storage, and an ultra-fast installation cycle of just 7 days, the system redefines the standard for home energy backup. Its AI-powered time-of-use energy management and smart home panel can significantly reduce household electricity costs and deliver up to one month of backup power for critical loads. Through innovative technology, it genuinely enables users to achieve efficient and reliable energy independence.



World-Class Performance, Unrivaled Installation Speed
EcoFlow DELTA Pro Ultra X
Whole-Home Power, Unbound

CASE

AI Balcony Solar System — STREAM Series

To empower the home energy transition and reduce energy costs, we introduced the innovative AI balcony solar system, the STREAM Series. Through a revolutionary AI smart network, this series can automatically coordinate multiple batteries to supply power and drive 99% of household appliances with an AC output of up to 2,300 W, achieving the goal of near-zero energy costs. Its plug-and-play design and compact form factor significantly lower the barrier to adoption. With an intelligent and modular solution, it promotes the popularization and efficient utilization of renewable energy in home settings.



Scenario-Based Applications: Decarbonizing Diverse Activities with Clean Energy

In response to the emerging demand for green power in large-scale events, public festivals, and similar settings, we have continued to introduce clean and quiet power solutions in recent years as alternatives to traditional fossil fuel generators. These solutions directly reduce carbon emissions from various activities while promoting the concept of sustainable Energy Utilization.

CASE

Powering Outdoor Eco-Friendly Events

We partnered with the environmental organization SufferBetter to provide clean energy solutions for its various sports events, replacing conventional high-energy-consumption and high-emission generators.

At the annual Running Up For Air(RUFA) trail running event, our equipment delivered clean power throughout the event for timing, lighting, communications, and heating systems. This significantly reduced the event's carbon footprint and noise pollution, representing a concrete practice of leveraging technology to support environmental protection and drive the green transformation of outdoor activities.



CASE

Empowering Youth Through Green Education

We supplied solar panels and DELTA 2 portable power stations to the Belgian Scout group Sainte-Anne, replacing petrol generators with green energy to power their outdoor activities. To date, our products have provided clean energy for three large-scale group events, helping approximately 400 young people gain in-depth understanding of sustainable energy and spreading green and low-carbon concepts.



Intellectual Property Protection

We place great importance on intellectual property, taking concrete actions to protect R&D achievements and safeguard the value of innovation. We have established an IP management system covering institutional development, specialized organizational structures, and operational processes, providing support for R&D and business.

We have formulated the *Intellectual Property Management Measures* to regulate the full management of patents, trademarks, copyrights, and other intellectual property. In parallel, we have established the *Trade Secret and Confidentiality Management Policy* to implement classified control over core technologies and business information. Additionally, in accordance with the *Employee Departure and Non-Compete Regulations*, we clarify the ownership of innovation achievements and stipulate post-employment non-compete obligations to manage intellectual property risks arising from talent mobility.

To translate management policies into practical protection for innovation outcomes, we have implemented relevant measures in organizational structure, forward-looking planning, risk response, and personnel compliance.

Establish a dedicated organization

Form an IP protection group composed of legal, R&D, and product leaders, responsible for coordinating strategic planning, aligning external resources, monitoring risks, and organizing internal training.

Initiate preventive reviews and planning

Regularly organize Technology Invention Disclosure Review Meetings, conduct patent portfolio analysis, monitor competitors' IP activities, and advance brand trademark registration and category coverage in major markets.

Key Intellectual Property Protection Measures

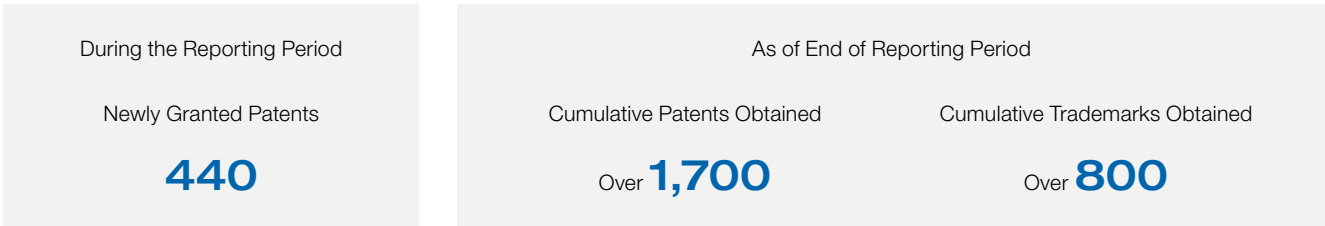
Develop standardized IP dispute early warning and handling procedures covering all steps from evidence collection and risk assessment to negotiation or litigation, and build a patent infringement response repository to support decision-making.

Implement company-wide compliance commitment

Require employees in key positions to sign the *Confidentiality and Intellectual Property Ownership Agreement* upon onboarding, and conduct annual re-signing of the *Confidentiality and Compliance Commitment Letter*. All external parties, including suppliers and co-development partners, must sign *Non-Disclosure Agreements* (NDA).

Establish a dispute response mechanism

We work on to embedding an intellectual property culture into daily operations. We have designed and implemented a tiered IP protection training system for all employees. For example, new hires are required to receive general training on IP fundamentals and confidentiality obligations, while technical teams such as R&D and product development participate regularly in in-depth training on patent mining, technical proposal writing, and other topics. During the Reporting Period, we organized six dedicated training sessions for the product R&D team, continuously enhancing all employees' IP risk awareness and compliance execution.



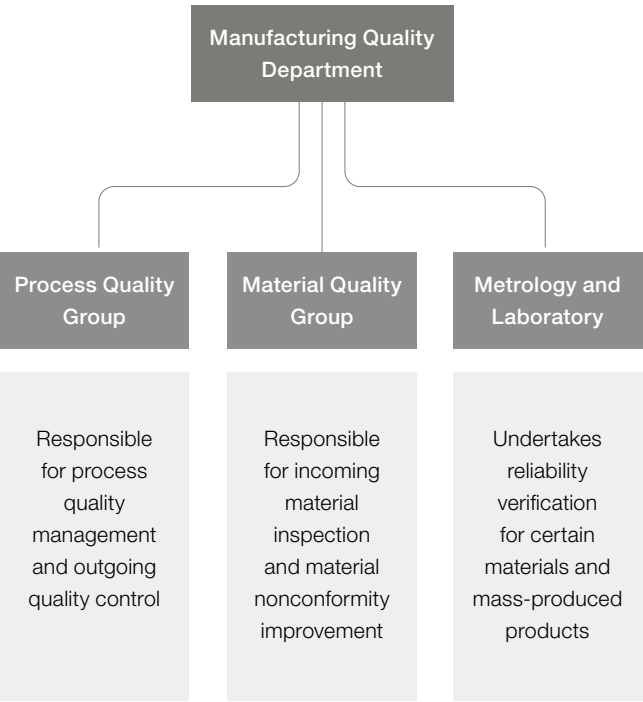
Product Quality and Safety

Quality is our lifeline, and safety is our unwavering commitment to our users. We exercise end-to-end control over product quality and safety, consistently driving management practices with high standards and addressing challenges through continuous improvement. We are dedicated to delivering safe and reliable products to our users and building trust in our brand.

Quality Management System

We consistently place product quality and safety as our top priority, establishing a comprehensive management system that spans the entire product lifecycle. In accordance with ISO 9001 quality management system requirements, we have formulated a series of policies, including the *First Pass Yield Statistical Specification*, *Production Line Acceptance Specification*, *Process Quality Issue Improvement Specification*, and *Process Quality Issue Traceability Specification*, which clearly define quality standards across the entire process from production and inspection to issue resolution.

We have established a Manufacturing Quality Department, comprising three functional groups: the Process Quality Group, the Material Quality Group, and the Metrology and Laboratory. The work of each department strictly follows the overall ISC process framework, operating around four key processes—incoming material quality, process quality, manufacturing laboratory and testing, and the manufacturing management system. This structure enables control over every stage, from material incoming and production processing to final product shipment, comprehensively ensuring product lifecycle quality and safety.



Quality Management Structure

As of the end of the Reporting Period, EcoFlow Inc. had been certified to the ISO 9001 quality management system, providing a framework foundation for the continuous improvement of quality management.



ISO 9001 Quality Management System Certification

Full Lifecycle Quality Management

We are dedicated to implementing high standards of quality and safety management across the entire chain of product design, procurement, production, and delivery. We have established quality control, audit, and risk response mechanisms that cover the full process. Through clearly defined processes and management activities, we continuously ensure the safety and reliability of our products.

Full-Process Quality Control

Establish quality control procedures covering incoming material inspection, pilot production management, finished product inspection, and full-process traceability.

Implement core processes such as incoming material inspection, concession acceptance, first article inspection, and finished product sampling. We manage batch quality and potential reliability risks through measures including graded handling of process quality anomalies and routine reliability testing, and enforce operational standards for nonconforming product handling and production issue management.

Quality Audits and Continuous Improvement

Conduct regular internal audits and joint inspections, and undergo external audits to continuously improve the quality management system.

Carry out regular audits in accordance with the *Internal Audit Control Procedure* and the *External Audit Management Process*, and implement the *Manufacturing Department Factory Audit Process* and the *Factory Joint Inspection Management Specifications*.

During the Reporting Period, we completed one internal audit and one external audit of the quality management system, and conducted semi-annual quality system and quality process audits of finished product contract manufacturers. In addition, Quality System Audit(QSA) and Quality Process Audit(QPA) were carried out for 85 key suppliers, actively driving the rectification of issues identified during audits.

Quality Risk Management

Implement a full-process quality risk management and control mechanism spanning prevention, monitoring, and response.

Conduct risk identification and management in accordance with the *Risk and Opportunity Control Procedure* and the *Quality and Safety Management Policy*.

Emergency Response and Decision-Making

In accordance with the *EF Production Line Shutdown Early Warning Standards and Shutdown/Resumption Decision-Making Process*, a rapid emergency response mechanism is activated for major quality issues that meet the early warning threshold. A team is immediately assembled to locate and analyze the problem, assess the necessity of halting production or shipment, and escalate the decision through the prescribed reporting pathway to ensure efficient risk control.

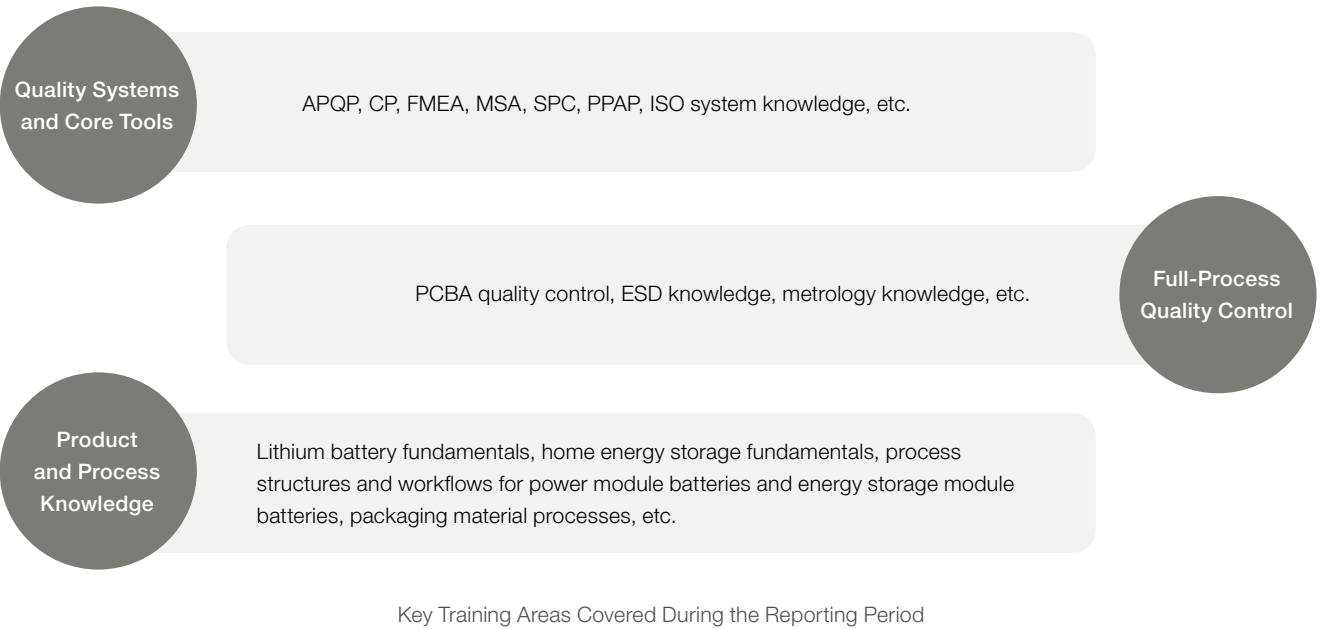
To quantify management effectiveness, we have set core indicators such as first pass yield achievement rate and yield rate. During the Reporting Period, all quality targets were met, demonstrating that our quality management system operates effectively and provides a foundation for consistently delivering safe and reliable products to our users.

Target	First Pass Yield Achievement Rate > 95%	Yield Rate > 98%
Annual Performance	96.92%	98.35%

We attach great importance to potential quality and safety risks that may arise during product use, and have established standardized product withdrawal and recall procedures to ensure rapid response and timely intervention when potential risks are identified, thereby safeguarding user safety and rights to the greatest extent possible.

Quality Culture Development

We are dedicated to building a deeply rooted, company-wide quality culture and translating it into concrete standards and practices through professional capability building. During the Reporting Period, the Manufacturing Quality Department organized 39 dedicated training sessions, continuously enhancing the team's professional capabilities in key areas such as quality systems, control processes, and product processes.



In addition, we engaged an external professional training organization to deliver "Six Major Quality Tools" training, further strengthening the team's professional capabilities while raising quality awareness, thereby supporting more effective quality control.



Empowering a Holistic Ecosystem

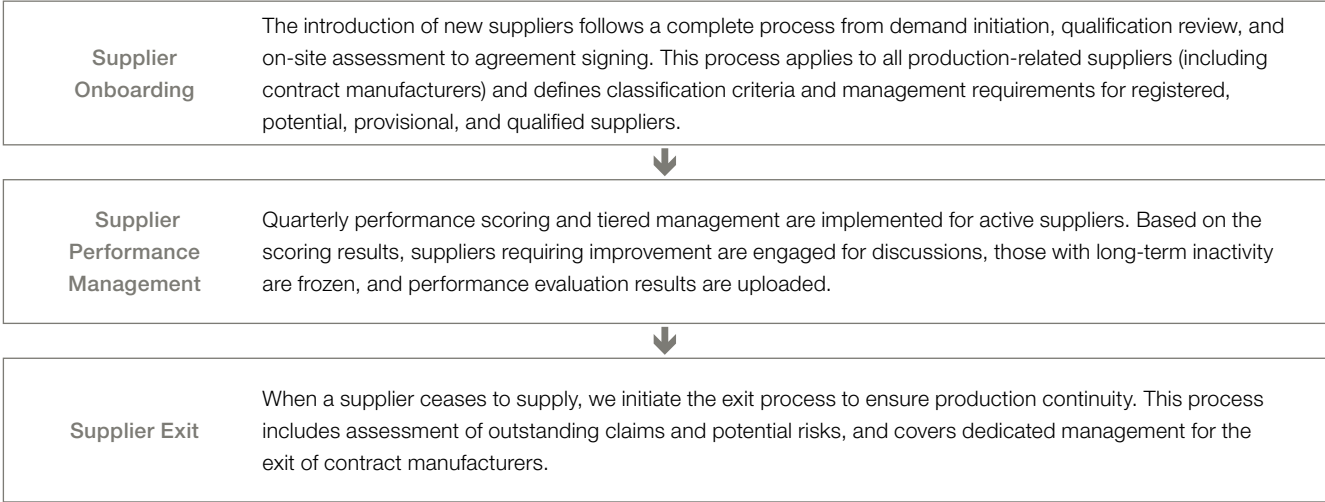
We work closely with value chain partners to jointly build an efficient and stable industrial ecosystem. We ensure supply chain stability through our supplier management system, meet customer needs with professional service, and actively collaborate with industry partners to drive continuous enhancement of overall value.

Sustainable Supply Chain

We are dedicated to building a stable, transparent, and sustainable supply chain. We continuously refine our management system covering the full supplier lifecycle, improve management efficiency and supply chain compliance levels, and ensure the long-term stable operation of our supply chain.

Full Supplier Lifecycle Management

We have formulated internal policies including the *Procurement and Outsourcing Control Procedure*, *New Supplier Onboarding Process Specifications*, *Supplier Performance Management Process Specifications*, and *Supplier Exit Process Specifications*, establishing a full-lifecycle management system covering supplier onboarding, performance management, and exit.



Full Supplier Lifecycle Management Process

Original Equipment Manufacturer (OEM) Management

We embed quality and compliance requirements into the entire OEM manufacturing management process, establishing a framework of policies covering all stages from pre-production preparation and production process control to quality inspection and auditing, thereby ensuring supply chain compliance and traceability.

At the pre-production preparation stage, we define quality responsibilities during the trial production and factory transfer phases through the *New Project Trial Production Manufacturing Quality Management Operating Specifications* and the *OEM Factory Transfer Management Process*, mitigating production transfer risks at the source. During the production process control stage, we effectively prevent the spread of batch defects and respond promptly to quality anomalies in accordance with the *Production Issue Management Specifications* and the *EF Production Line Shutdown Early Warning Standards and Shutdown/Resumption Decision-Making Process*. At the quality inspection and auditing stage, we implement the *Factory Joint Inspection Management Specifications* and the *Manufacturing Department Factory Audit Process* to assess and evaluate OEM factories, and execute the *OBA Finished Product Sampling Inspection Specifications* and the *Finished Product Teardown Inspection Operating Specifications* to ensure that finished products meet design and safety requirements. Through policy-driven continuous improvement in management, we effectively safeguard user safety and brand trust.

Supply Chain Sustainability Risk Management

We continuously monitor and strictly manage potential risks in the field of sustainable development within the supply chain. We have formulated the *Responsible Supply Chain Due Diligence Policy*, *Supply Chain Due Diligence Management Regulations*, *Supply Chain Due Diligence Risk Management and Control Guidelines*, *Grievance and Remediation Management Process*, and *Conflict-Affected and High-Risk Area Identification Guidelines*, among other policies. These documents define our specific standards in areas such as human rights protection, business ethics, and environmental protection, and set corresponding management requirements for suppliers.

We extend these requirements into supply chain practices. Newly onboarded suppliers are required to sign the *Integrity Cooperation Agreement*. We encourage suppliers to sign the *Commitment to Comply with the Responsible Supply Chain Management Policy*, for which the signing rate reached 16% during the Reporting Period.

Meanwhile, we conduct regular social and environmental risk assessments on suppliers. During the Reporting Period, we completed assessments on 6% of the total number of suppliers, covering more than 20 indicators across four dimensions: social risk management, occupational health and safety, environmental management, and mineral supply chain due diligence management.

Social Risk	Occupational Health and Safety
Management systems, child labor and underage workers, no forced labor, anti-discrimination and anti-harassment, disciplinary measures, freedom of association and collective bargaining, compensation, business ethics	Management systems, community health and safety
Environment	Mineral Supply Chain Due Diligence Management
Management systems, greenhouse gas emissions, water resources (including wastewater), soil pollution, biodiversity, noise and vibration, energy management, waste	Establish a robust company management system, identify and assess risks in the supply chain, design and implement response strategies for identified risks, conduct audits of the supply chain, supply chain due diligence reporting

Management Indicators Covered by Supplier Social and Environmental Risk Audit

Regarding conflict mineral risks in the supply chain, we conducted targeted due diligence on critical minerals such as cobalt, lithium, and nickel during the year, covering 40 key raw material suppliers. During the Reporting Period, we published our first *Supply Chain Due Diligence Report* based on this work, to enhance supply chain transparency and strengthen our supply chain management capabilities.

In response to relevant risks and stakeholder concerns, we have formulated and published the *Grievance and Remediation Management Process*, which establishes grievance channels and handling procedures, providing stakeholders with a formal avenue to raise concerns regarding supply chain due diligence management issues.



In addition, we continuously empower our suppliers through diversified activities. During the Reporting Period, we organized 10 supplier training sessions and over 30 technical exchanges, covering areas such as PCB quality planning and change management awareness, to enhance the comprehensive capabilities of our partners and jointly advance the sustainable development of the supply chain.

Due diligence on critical minerals has covered 40 key raw material suppliers.	Organized 10 supplier training sessions.	Organized over 30 technical exchanges with suppliers.
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Customer Service

We adhere to a customer-centric approach, continuously enhancing customer experience through efficient service and responsible marketing practices. We have established a clear service management structure and complaint handling process, and have implemented a range of experience optimization measures. At the same time, we strictly comply with our responsible marketing policies, safeguarding the compliance and accuracy of our market activities through reviews, inspections, risk assessments, and company-wide training, thereby protecting our brand reputation and consumer rights.

Customer Service Quality

We have established a customer-needs-oriented service management system, comprising a clear management structure, standardized handling procedures, and refined communication mechanisms, all working together to ensure the continuous improvement of service quality.

In terms of management structure, we have clearly defined responsibilities for online services, forming a service model with supplier management as the operational core, regional customer service supervisors responsible for on-the-ground execution, and quality inspection and training providing support. This structure measures the performance of various business lines and sites through key performance indicators, achieving standardized management across the entire service chain.

To turn management requirements into practical and enforceable guidelines, we have formulated the *Service Delivery Process*, which clarifies the responsibilities, standards, and operating procedures at each stage from service access and ticket processing to quality improvement. This aims to provide a standardized basis for the entire service delivery process, ensuring service quality and customer experience.

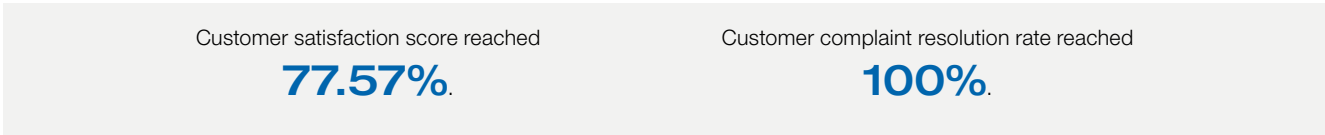
In addition, we maintain close interaction with customers through diverse channels. Pre-sales communication is primarily conducted via our official website and e-commerce platforms, while after-sales service is provided through email, phone, and online customer service. Each year, we conduct user research through online surveys, in-depth interviews, and focus groups, cumulatively covering over 100,000 users, to generate data insights for the continuous improvement of our services and products. During the Reporting Period, our customer satisfaction score reached 77.57%.

To address customer complaints, we have established a clear three-tier handling mechanism to achieve closed-loop management of customer complaints. During the Reporting Period, the customer complaint resolution rate reached 100%.



Customer Complaint Handling Mechanism

In terms of service specialization, we have implemented refined management of service scenarios, categorizing customer inquiries into four types: simple inquiries, returns and repairs, in-depth technical issues, and complaints and suggestions. Based on this classification, we have established L2 and L3 professional support levels to ensure that complex technical issues are matched with expert resources, thereby meeting customers' deeper needs.



Responsible Marketing

We adhere to the principles of responsible marketing and have established an internal control system that spans all marketing activities globally. We comply with laws and regulations including the Advertising Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, and the Personal Information Protection Law of the People's Republic of China to regulate our marketing practices in China. In overseas markets, we comply with the *General Data Protection Regulation* (GDPR), the *Federal Trade Commission Act* (FTC Act), and other applicable laws and regulations in each operating region, ensuring that our global marketing activities are legal and compliant. During the Reporting Period, we recorded no marketing-related violations.

To implement the compliance requirements for marketing activities, we conduct regular responsible marketing management across four dimensions:

Prevention	Risk Assessment
- Establish a risk prevention and control mechanism at the early stage of marketing activities, including standardized management of licensing for materials such as images and music, and handling of portrait rights, location, and font licensing related to filming in accordance with the law. - Establish a legal review process for superlative claims in promotional language, and conduct regular awareness campaigns on copyright compliance.	- Implement periodic risk identification and assessment for key projects, new product launches, and cross-border marketing activities. - Require dual approval from the legal and compliance departments before major marketing campaigns go live to prevent risk spillover.
Inspection	Training and Awareness
- Conduct unscheduled compliance reviews of the official website, promotional materials, and content placed through various channels, and require immediate rectification upon discovery of issues. - Communicate typical cases through internal meetings, and link compliance performance to performance evaluations to form an effective accountability mechanism.	- Regularly organize legal compliance training for marketing, sales, and customer service teams, covering topics such as advertising regulations, consumer rights protection, and data security. - Enhance employee compliance awareness and risk response capabilities through thematic seminars and case study analysis. During the Reporting Period, four dedicated training sessions were conducted for core personnel of the Marketing Service Center.

CASE	Responsible Marketing Training
	To practice responsible marketing, we have integrated relevant concepts and behavioral norms into team capacity building. During the Reporting Period, we provided 107 campus recruits with mandatory training covering essential marketing knowledge, and offered a training session themed "High-Quality Decision-Making" to 14 frontline and middle marketing managers. The aim is to enhance the team's professional ethics and compliance awareness.

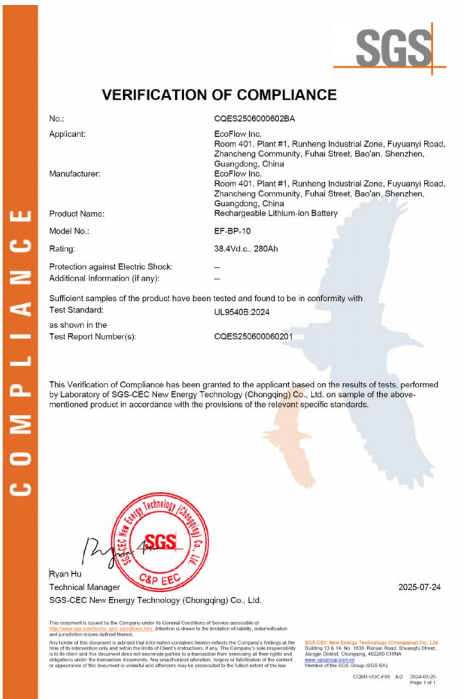
Industry Collaboration and Development

We take advancing the industry as our responsibility, injecting innovative momentum into the sustainable development of the sector by participating in industry associations, actively contributing to standard-setting, conducting forward-looking joint research, and co-building a healthy industrial environment with ecosystem partners to create long-term value together.

As a key participant in the industry, we serve as an Executive Council Member of the China Power Supply Society, Vice President Member of the Shenzhen Battery Industry Association, and a member of the China Industrial Association of Power Sources. We have actively led or participated in the drafting of a series of key standards, contributing to the standardization and high-quality development of the industry. These include leading the development of the group standard *General Technical Specifications for Balcony Optical Storage Systems*, published under the China Technology Market Association; participating in the drafting of the mandatory national standard *Safety Technical Specifications for Power Bank*; and contributing to China's first full-lifecycle battery traceability management system group standard, T/CIAPS0049 *Battery Passport Guidance*. In parallel, we have participated in the revision of multiple international and national standards, such as GB 31241.1 Safety of Lithium-ion Cells and Batteries for Use in Electronic and Electrical Appliances — Part 1: General Requirements, promoting the alignment of industry safety benchmarks with international standards.

While contributing to industry standards, we also lead technology launches at top-tier industry exhibitions, transforming innovation outcomes into industry benchmarks. At RE+ 2025, the largest solar energy and energy storage exhibition in North America, our residential energy storage system, OCEAN Pro, received the world's first UL9540B certification for a residential energy storage system, signifying that our OCEAN Pro product meets the highest industry standards in terms of safety performance.

Furthermore, we actively participate in renowned international exhibitions, showcasing our latest achievements to the industry and broader audiences, and are dedicated to driving industry development through innovative technologies and smart energy solutions.



UL9540B Certification

In advancing industry technological progress, we focus on tackling key common challenges in the industry chain and the application of cutting-edge technologies. We engage in deep collaborative R&D with top academic institutions to transform forward-looking research into implementable industrial solutions, jointly promoting the overall elevation of the industry's technological capabilities.

CASE

Joint Research on Key Process Reliability

In our technical efforts to enhance the long-term reliability of products, we partnered with the University of Electronic Science and Technology of China on joint research. Addressing the need for lifespan prediction of QFN solder joints under high-temperature and low-temperature cycling conditions, the collaboration developed an innovative prediction model and optimization method. By establishing finite element modeling and simulation techniques for the thermal stress, plastic strain, and thermal cycling lifespan of QFN solder joints, the research produced a rapid prediction model and reliability optimization solution. This provides a quick and accurate lifespan prediction tool for QFN process design, thereby enhancing product design capability and long-term reliability in complex environments.

CASE

Collaborative Development of Cutting-Edge Noise Reduction Technology

To optimize user experience, we partnered with The Hong Kong Polytechnic University to explore new noise-reducing material technologies. The project is dedicated to developing thin, lightweight, and highly effective noise reduction modules that deliver significant noise reduction without compromising product thermal performance. This collaboration provides an innovative solution for our product quietness technology, transforming cutting-edge material research achievements into practical value that enhances the user experience.

- At CES 2025, we unveiled the AI-powered EcoFlow OASIS smart energy management system, demonstrating a breakthrough solution that integrates artificial intelligence into comprehensive energy management and leading the transition of portable and residential energy storage toward intelligent development.
- At IFA 2025 in Berlin, Germany, we demonstrated the OASIS system's integration with the Home Connect platform, presenting new possibilities for smart home energy management. At the event, we announced an in-depth partnership with BSH Group, aiming to join forces with multiple parties to create a smarter and more efficient home energy ecosystem.



Obligation

Responsible Operations, Strengthening Governance Foundations

- 35 Corporate Governance
- 36 Risk Management
- 37 Business Ethics
- 40 Data Security and Privacy Protection

In EcoFlow, we believe responsible operations form the foundation for steady and sustained growth. We are committed to fostering a transparent, fair, and ethical operating ecosystem, continuously refining our governance structure and enhancing governance effectiveness. We uphold the bottom line of compliance and business ethics, actively identify and guard against potential operational risks, and safeguard compliant and stable operations through robust data security and privacy protection mechanisms.



Sustainable Development Goals (SDGs) Response

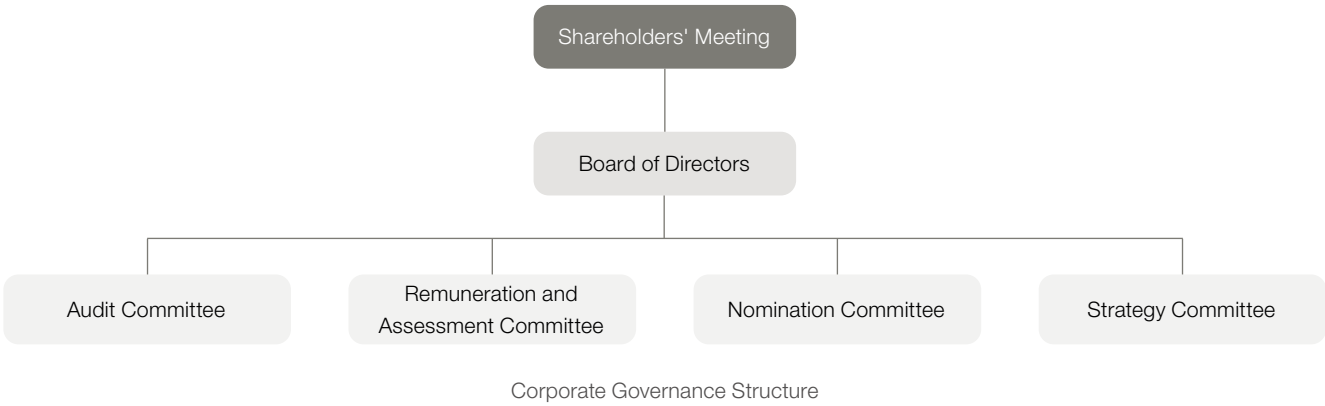
Corporate Governance

Grounded in our own development realities, we have established a sound and efficient governance structure, continuously enhancing board diversity to ensure scientific decision-making, effective oversight, and operational transparency.

Corporate Governance Structure

We comply with the Company Law of the People's Republic of China and other applicable laws and regulations in the jurisdictions where we operate. We have established a corporate governance policy framework centered on the *EcoFlow Articles of Association*, which clearly defines the authority, responsibilities, and operating mechanisms at each level of the governance system. This ensures that corporate governance is rule-based and effectively safeguards shareholder rights and interests.

The Shareholders' Meeting is the authority body, determining business policies and investment plans and ensuring we operate in compliance with laws and regulations. The Board of Directors is the executive body, whose members are elected by the Shareholders' Meeting. The Board is accountable to the Shareholders' Meeting, executes its resolutions, holds the authority to directly appoint and remove senior management, and is responsible for overseeing major decisions in day-to-day operations. The Board has established the Audit Committee, the Remuneration and Assessment Committee, the Nomination Committee, and the Strategy Committee under it, each with a clear division of responsibilities, working in coordination to fulfill corporate governance duties.



Board Diversity

We promote board diversity. In the nomination process for board members, we give comprehensive consideration to a wide range of diversity factors, including gender, age, nationality, cultural and educational background, professional qualifications, skills, knowledge, and industry experience. This approach better equips the Board to guide the Company in navigating complex challenges and contributes to more robust risk insight mechanisms, more forward-looking innovative thinking, and sounder decision-making quality.

Investor Relations Management

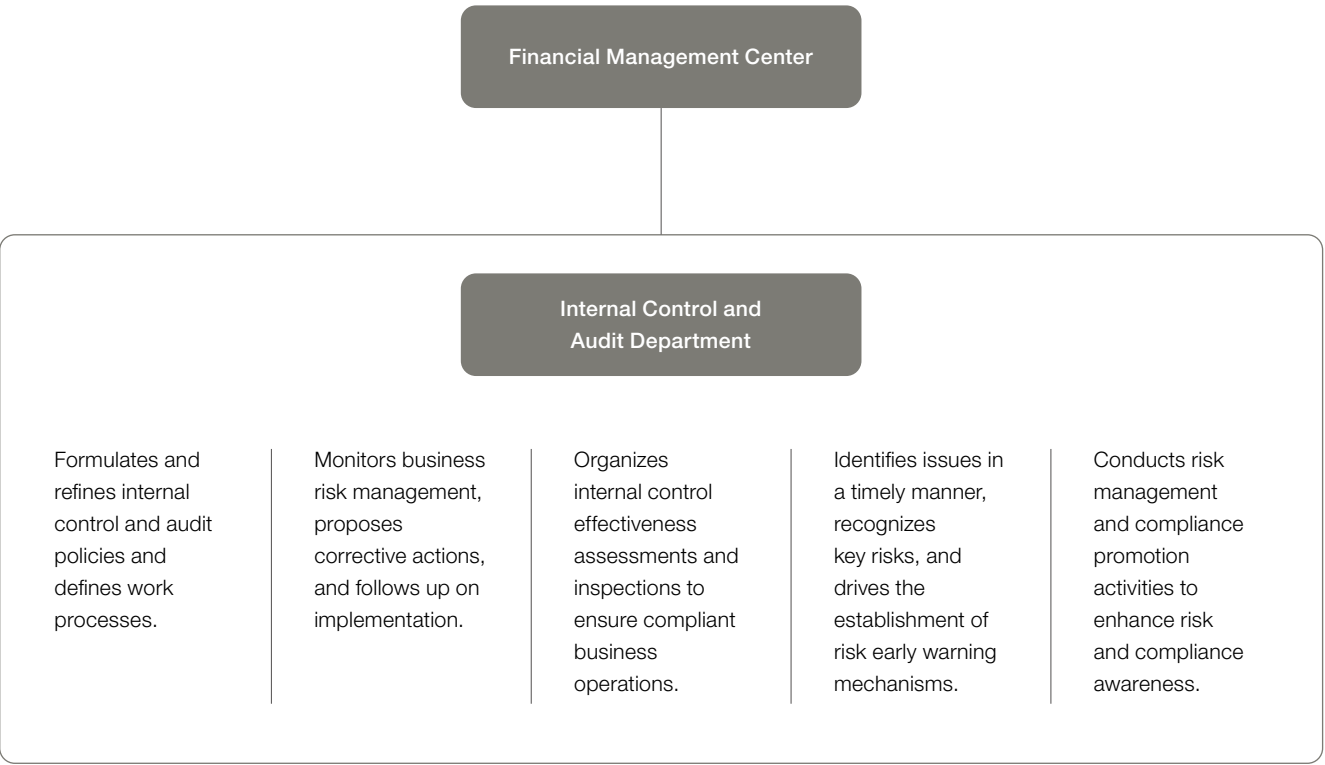
We uphold the legitimate rights and interests of investors. Through a variety of channels, including WeChat, email, results briefings, small-scale roadshows, and conference calls, we actively communicate our strategic direction, operating results, governance practices, and progress and commitments in sustainable development to the market and investors. When necessary, we also organize on-site visits or research trips for investors to deepen their understanding of our operating model, team, and products, enabling them to share in our long-term growth value.

In addition, we continuously optimize our information disclosure management mechanism, conducting compliance reviews of disclosed information to ensure truthfulness, accuracy, and completeness.

Risk Management

We have established and refined a systematic risk management framework to actively identify, assess, and address potential risks encountered in our operations. By embedding risk prevention and control awareness into strategic decision-making and business processes, we aim to enhance resilience and long-term value creation capability. We also promote a risk culture, strengthen risk awareness across all employees, implement risk prevention responsibilities, and build a line of defense with full employee participation.

We have formulated risk management and internal control policies, including the *Internal Control Audit Supervision and Management Measures* and the *Risk and Opportunity Control Procedure*, and have established an Internal Control and Audit Department under the Financial Management Center. This department regularly identifies, assesses, and manages various risks, drives the development of risk early warning and compliance mechanisms, and reinforces the risk management system.



We regularly carry out risk culture development and awareness activities aimed at strengthening risk awareness and prevention capabilities across all employees. During the Reporting Period, we conducted a one-month online specialized training on internal control and compliance, covering all regular employees and interns, with cumulative participation reaching 2,168 person-times, effectively enhancing employees' risk management awareness.

Online internal control and compliance training covered **100%** of all regular employees and interns, with cumulative annual participation reaching **2,168** person-times.

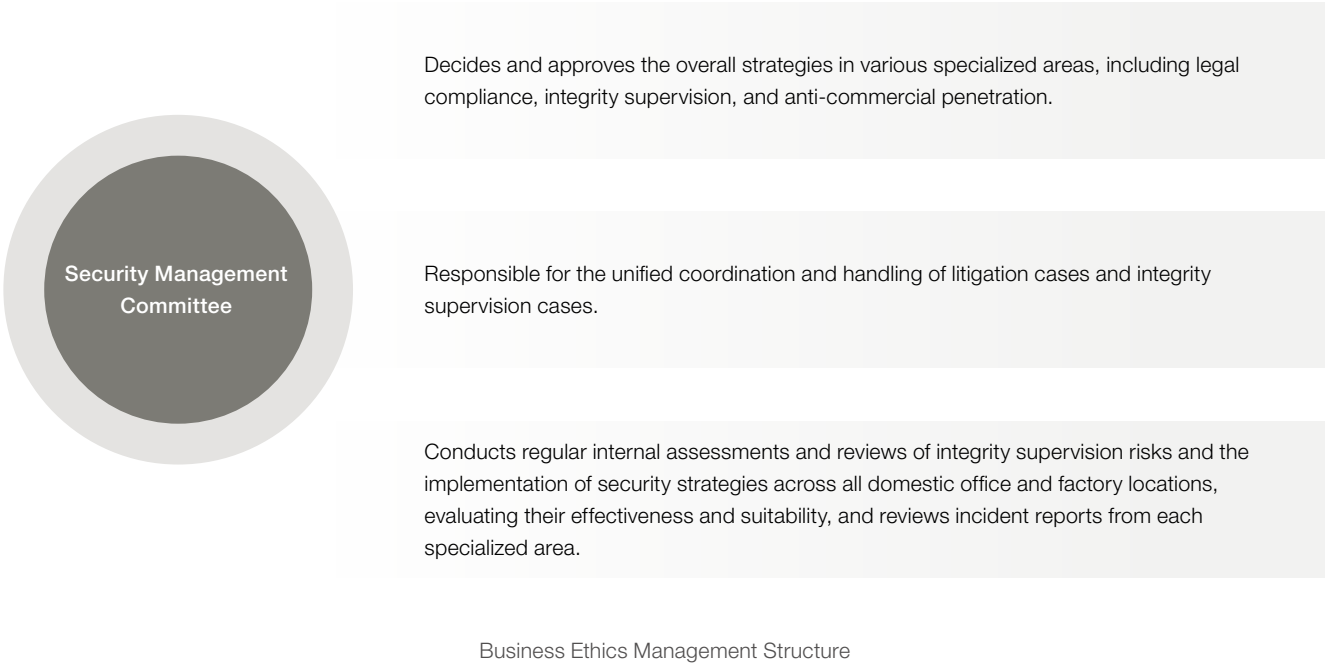
Business Ethics

We rely on compliant operations and adherence to business ethics, maintain a zero-tolerance stance toward acts that violate business ethics, including corruption and fraud. We continuously refine our business ethics management policies and structure, and extend our ethical standards to all employees and partners. We are dedicated to fostering a culture of integrity and ethical business conduct, working together with all stakeholders to uphold reputation and long-term value.

Business Ethics Management

We comply with the Company Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, the Anti-Money Laundering Law of the People's Republic of China, and other applicable laws and regulations in the jurisdictions where we operate. We have formulated internal policies, including the *Gift and Gratuity Management Regulations* and the *Fraud and Information Security Whistleblowing and Reward Policy*, to resist any form of corruption, fraud, bribery, or other misconduct.

We have established a Security Management Committee as the core body for coordinating business ethics and security efforts. The Committee is composed of the heads of each business center and leaders from relevant functions such as legal, anti-corruption, and information security. The Security Management Committee's scope of work covers key areas including legal compliance, integrity supervision, and anti-commercial penetration. Through a cross-departmental coordination mechanism, it systematically advances business ethics risk prevention and control and the development of the compliance system.



We attach importance to cultivating a culture of business ethics. During the Reporting Period, we carried out a variety of business ethics awareness activities with full employee coverage, including "Hao Xue Tang" examinations, video-based learning, case scenario workshops, and on-site training. We also required all employees to sign the *EcoFlow Code of Business Conduct*, reinforcing their ethical mindset and enhancing compliance awareness.

CASE

EcoFlow Anti-Corruption Training

To strengthen internal control and compliance management and enhance employee integrity awareness, the Internal Control and Audit Department, in collaboration with the Integrity Supervision Department, organized four anti-corruption training sessions, with cumulative participation reaching 3,200 person-times. The training content covered areas including building a transparent supply chain, fostering compliance and internal control awareness, and organizing prison visit for warning and education. The training was delivered through a combination of on-site sessions at headquarters and online sessions for factory-based personnel, achieving full employee coverage. On-site sign-in management was strictly enforced, effectively deepening communication between employees and the internal control, audit, and integrity supervision functions, and fostering a clean and healthy internal control environment.

In terms of business ethics management for partners, we require all suppliers to sign the *Integrity Cooperation Agreement*, ensuring that they comply with integrity requirements in their business operations and collaborations. In addition, we require all employees who liaise with suppliers to include our reporting channels in their email signature blocks, making it convenient for suppliers to promptly report any irregularities. Furthermore, we send integrity cooperation awareness emails to suppliers on an unscheduled basis, jointly building a culture of integrity with them.

For key suppliers, we conduct on-site visits to listen to feedback and accept reports, reinforcing a sense of two-way oversight. We participate in anti-fraud industry organizations such as the Sunshine Integrity Alliance, broadening our channels for investigating supplier integrity risks through inquiries and mutual assistance with other member companies. We also continuously carry out due diligence, ensuring 100% coverage of anti-corruption due diligence procedures.

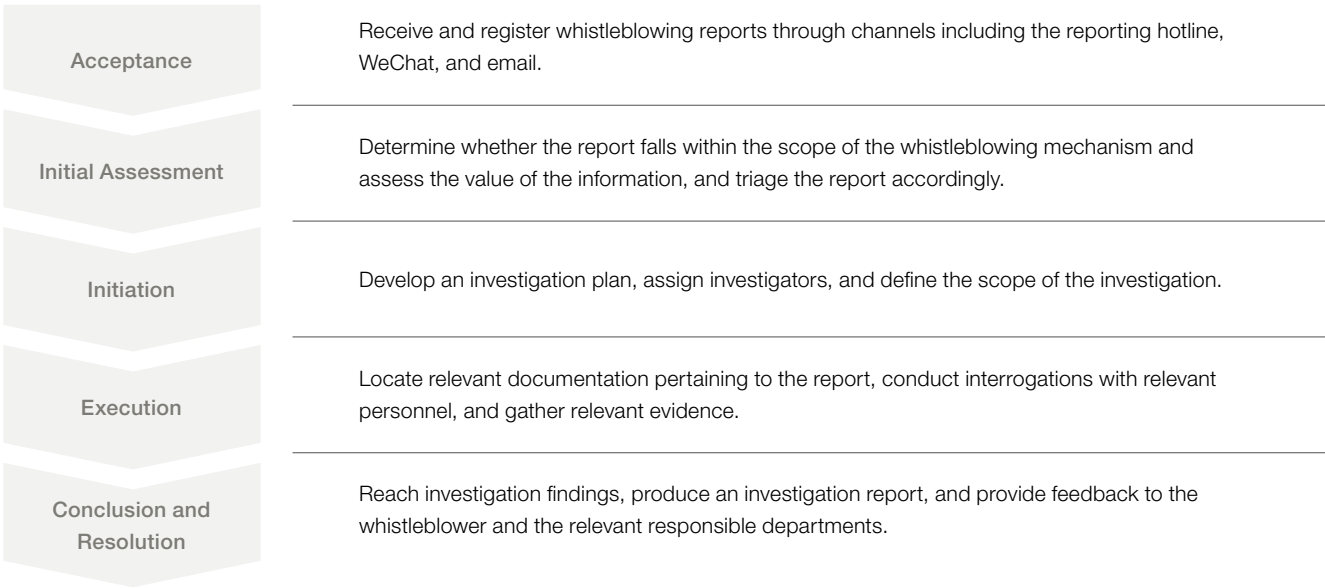
Conducted **4** anti-corruption training sessions, with cumulative participation reaching **3,200** person-times.

Anti-corruption due diligence procedures achieved **100%** coverage.

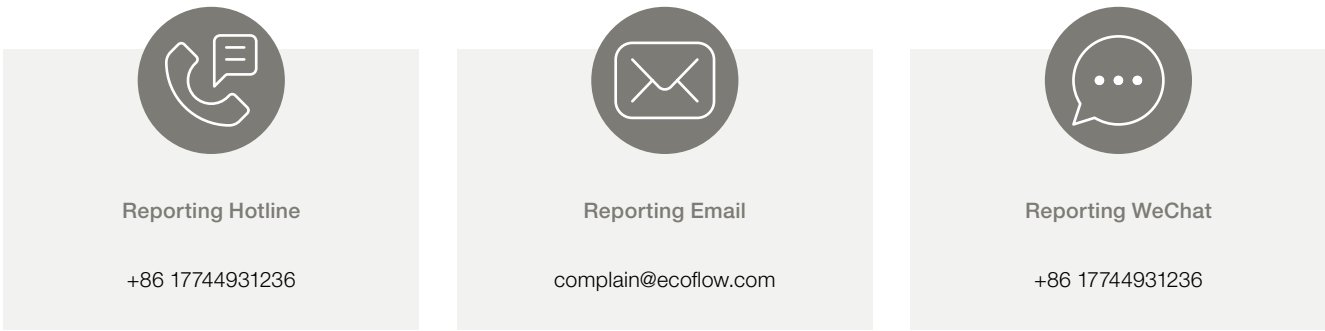


Whistleblowing Mechanism

We maintain open channels for both identified and anonymous reporting, encouraging employees and partners to participate in monitoring violations. We integrate the whistleblowing mechanism into routine training and awareness programs to ensure that all employees are familiar with the reporting channels and procedures. We are committed to maintaining strict confidentiality of all reported information and effectively safeguarding the safety of whistleblowers.



EcoFlow Whistleblowing Investigation Process



EcoFlow Whistleblowing Channels

We have established comprehensive whistleblower protection and reward mechanisms. Through one-on-one communication and full-process information desensitization, we limit the number of people with access to case details, thereby protecting the privacy of whistleblowers. We strictly prohibit any form of retaliation against whistleblowers. Any such conduct, once discovered, will be dealt with severely, and those suspected of violating the law will be held legally accountable. We adhere to the principle of fact-based determination and fair and impartial rewarding. Awards are granted on the condition that the reported facts are verified, and the personal wishes of the whistleblower are fully respected with regard to public or anonymous awarding.

During the Reporting Period, we received two verified reports of corruption incidents, and the individuals involved were dealt with in accordance with the law.

Data Security and Privacy Protection

We place emphasis on data security and privacy protection. While strengthening our information security governance system, we safeguard the legitimate rights and interests of our users. We have defined information security governance responsibilities and established a data security management system that spans the entire data lifecycle. Through standardized management processes, we achieve effective management and risk prevention for customer privacy and core data.

Data Security

We comply with the Cybersecurity Law of the People's Republic of China, the Data Security Law of the People's Republic of China, the *General Data Protection Regulation* (GDPR), and other applicable laws and regulations in the jurisdictions where we operate. We have formulated internal policies, including the *Information Security Management Measures* and the *Information Security Management Rules*, which clearly define the principles, processes, and requirements for information and data security management. For our overseas operations, we have also developed overseas compliance documents, including the *EcoFlow (Data Controller) Data Processing Agreement (DPA) (Overseas English Version) V.1.0* and the *SSCs Cross-Border Data Transfer Agreement (EU) Controller to Processor*, providing guidance for global data security compliance management.

In terms of information and data security governance, we have established an Information Security Management Committee, chaired by the CEO, with the COO and CISO serving as committee members, and senior executives from each business line acting as extended members. This committee is responsible for making overall decisions on data security and compliance efforts. The senior executive of each business line serves as the primary responsible person for data security within their line of business, overseeing and driving data security and compliance matters and reporting progress to the Committee Chair. This structure ensures the implementation and execution of the data security management system at all levels.

We have established standardized data security management processes and, through refined technical controls, drives the effective implementation of data security protection. We apply rigorous technical measures such as access control, encrypted storage, and log tracking to data and information to prevent leakage during storage or transmission. Data used for analysis, aggregation, or cross-border transfer is anonymized to reduce the risk of data leakage. In addition, we conduct regular data security assessments and compliance audits to ensure that data processing complies with the requirements of the jurisdictions where we operate. During the year, we carried out six specialized audits on information security and privacy protection, covering topics such as SOC allocation and global privacy compliance remediation and acceptance.

Conducted 6 dedicated audits on information security and privacy protection.

During the Reporting Period, EcoFlow Inc. was certified to the ISO 27001 information security management system and the ISO 27701 privacy information management system, signifying that the Company has reached a higher standard of management in the areas of data security and privacy protection.



Information Security Management System Certification



Privacy Information Management System Certification

We also regularly conduct information security training and awareness activities for employees, including security awareness training, security alert announcements, phishing email drills, and regular meeting briefings, to continuously enhance employees' awareness of data security protection and guard against information and data leakage risks.

CASE

Information Security and Privacy Compliance Awareness Training

In March 2026, our Information Security Department conducted company-wide training on information security and privacy compliance. The training focused on key areas including regulatory compliance, data leakage prevention, and cybersecurity protection, delivering targeted explanations tailored to local laws and regulations as well as violation handling requirements across different jurisdictions. The training further clarified standards for AI usage, security protocols for third-party communications, workplace security requirements, and incident response procedures, continuously enhancing security awareness across all employees and safeguarding information assets.

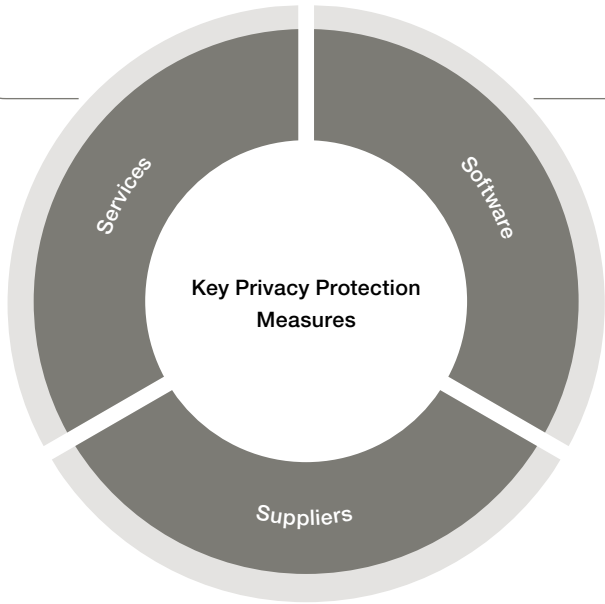
Privacy Protection

We adhere to the principles of lawfulness, legitimacy, and necessity in rigorously implementing user privacy protection. We have formulated the *EcoFlow Security & Privacy Compliance White Paper*, which defines the principles, methodologies, and key measures related to privacy compliance management. In addition, in accordance with the regulatory requirements of the jurisdictions where we operate, we continuously refine user privacy policies, including the *EcoFlow Privacy Policy*, fully respecting and protecting users' rights to access, correct, and delete their personal privacy and information. We have also formulated the *Supplier Security Management Specifications*, requiring partners to comply with privacy protection regulations and requirements, and continuously strengthening security and privacy controls at every stage of our collaboration with suppliers.

We implement privacy protection across key areas including physical controls, software privacy compliance, and supplier management, and fully integrate privacy protection concepts and principles into product development and business processes, focusing on building a defense-in-depth privacy protection system. During the Reporting Period, the Company experienced no data security incidents or privacy breach events.

Physical controls are implemented, including a ban on personal electronic devices across all contact center areas, mandatory installation of endpoint security management software on office equipment, on-site camera surveillance, and real-time back-end monitoring.

A Data Protection Impact Assessment (DPIA) mechanism has been established, embedding privacy compliance requirements throughout the entire process of product design and technology development. For major and emerging technology projects, a personal information processing risk assessment process has been introduced to accurately identify and manage risks that may infringe upon user rights and interests.



Strict onboarding and on-site controls are enforced for online service providers. Through access control and surveillance systems, as well as multi-layered non-disclosure agreements, a full-chain information security protection system has been established.

03

Well-being

People-Centricity, Safeguarding Employee Well-being

- 45 Employee Rights Protection
- 51 Employee Training and Development
- 53 Occupational Health and Safety

We regard our employees as a pillar of our development and foster an inclusive, safe, and dynamic workplace. We continuously protect employees' legitimate rights and interests, empower employees through training and development, safeguard their health and safety, and promote their growth alongside the Company.



Sustainable Development Goals (SDGs) Response

Employee Rights Protection

We adhere to a people-centric philosophy, upholding lawful and compliant employment practices. We continuously optimize recruitment processes, refine compensation and benefits systems, keep communication channels open for employees, and build stable and harmonious labor relations.

Compliant Employment

We strictly comply with the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, and other applicable laws and regulations in the jurisdictions where we operate. We have formulated management policies, including the *EcoFlow Employee Handbook*, which stipulate the procedures for recruitment, hiring, employment, and separation, continuously safeguarding the legitimate rights and interests of employees. We prohibit child labor and any form of forced labor, protecting employees' lawful rights and personal dignity.

We adhere to the principles of fair, just, and non-discriminatory employment and oppose all forms of discrimination. Throughout the recruitment, hiring, and employment processes, we do not treat job applicants or employees differently based on factors such as nationality, gender, age, family status, race, health condition, or disability, and are committed to creating an equal, diverse, and inclusive work environment.

To further implement the concept of fair employment and protect employees' legitimate rights and interests, we continuously improve employee feedback and grievance mechanisms. We have established diverse channels, including a reporting mailbox, HR mailbox, integrity supervision mailbox, CEO mailbox, internal community (Eco Hub), reporting hotline, and supervisor communication, to receive reports regarding the protection of employees' legitimate rights and interests, unlawful employment practices, and other issues. Relevant matters are investigated and followed up by the Integrity Supervision Department, ensuring that issues are addressed in a timely and fair manner.



Employee Grievance and Whistleblowing Handling Process

Talent Recruitment

We are committed to building a talent team that supports the Company's strategic development. We have formulated and implemented relevant policies, including the *External Recruitment Management Policy*, the *EcoFlow Global Internal Referral Policy*, and the *Internal Recruitment (Employee-Initiated Transfer) Management Policy*, continuously refining our talent acquisition and internal mobility mechanisms to enhance the efficiency of talent allocation and strengthen organizational vitality.

We have established a diversified recruitment network encompassing both social recruitment and campus recruitment, leveraging internal talent pools, online recruitment platforms, third-party channels, and our internal referral mechanism to continuously broaden talent acquisition pathways. At the same time, we continuously optimize the recruitment management process, covering position requirement planning, candidate screening, interview assessment, hiring decisions, offer issuance, background checks, and onboarding management, thereby forming a standardized and complete recruitment management closed loop. During the Reporting Period, we continued to deepen campus recruitment and university-industry collaboration. Through campus talks, roadshow presentations, and scholarship partnerships, we further strengthened our connection with key universities, broadening channels for attracting and developing outstanding young talent.

CASE

Deepening University-Enterprise Collaboration and Broadening Talent Development Pathways

We established strategic scholarship partnerships with five universities: Huazhong University of Science and Technology, Xi'an Jiaotong University, Harbin Institute of Technology (Shenzhen), Guangdong University of Technology, and Hunan University of Technology. We also invited ten students who received the EcoFlow Scholarship to join the Company for internships, driving tangible results in collaborative talent cultivation between the Company and universities.



As of the end of the Reporting Period, EcoFlow had a total of 2,395 employees. The following provides employee data by gender, age group, and region:

Indicator	Unit	2024	2025
Full-time Employees by Gender			
Male	Person	986	1,462
Female	Person	638	839
Unknown ¹	Person	0	94
Full-time Employees by Age			
Under 30	Person	787	1,072
30-50	Person	837	1,212
Over 50	Person	0	6
Unknown ¹	Person	0	105
Full-time Employees by Region			
Mainland China, Hong Kong, Macau and Taiwan	Person	1,611	2,275
Overseas	Person	13	120

In 2025, our employee turnover rate was 29.81%. The turnover rates broken down by gender, age group, and region are as follows:

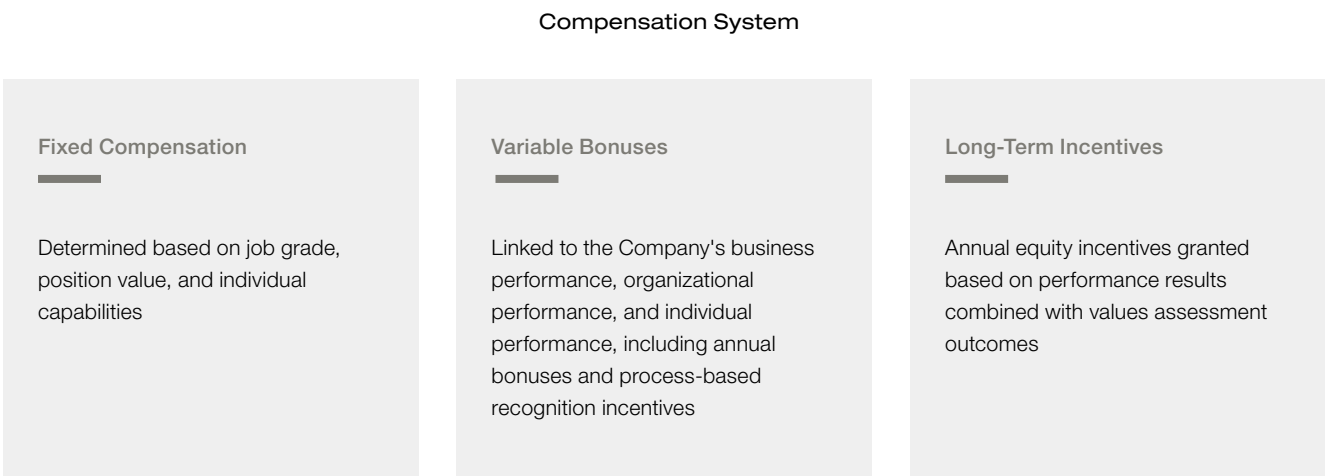
Indicator	Unit	2024	2025
Employee Turnover Rate by Gender			
Male	%	14.40	28.45
Female	%	22.41	30.99
Employee Turnover Rate by Age			
Under 30	%	21.73	28.64
30-50	%	13.50	30.12
Over 50	%	0	0
Employee Turnover Rate by Region			
Mainland China, Hong Kong, Macau and Taiwan	%	17.26	29.36
Overseas	%	53.85	38.33

¹ Due to legal requirements in certain overseas jurisdictions, in 2025, 94 employees did not provide gender information and 105 employees did not provide age information.

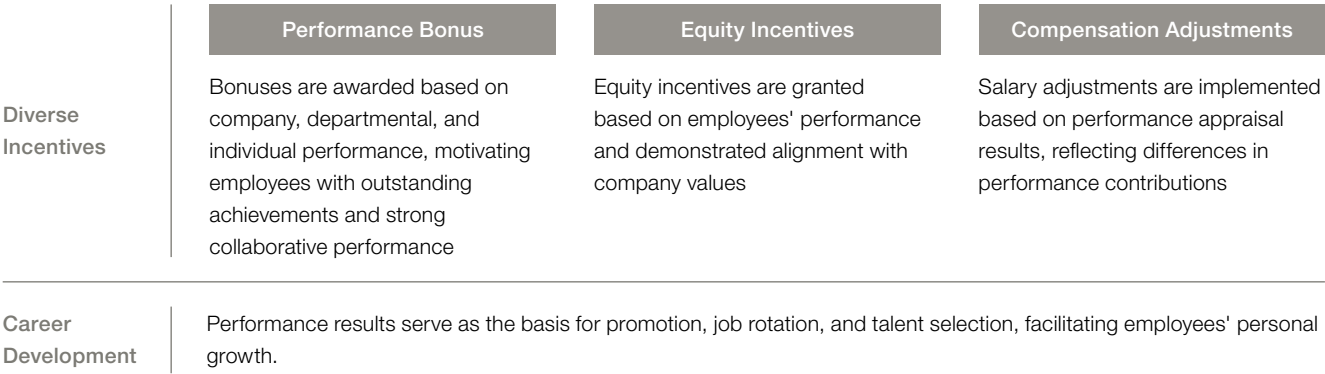
Compensation and Benefits

We manage compensation payments and benefits in compliance with laws and regulations. We have formulated internal management policies, including the *Salary Calculation and Payment Management Policy* and the *Individual Performance Management Policy*, which clearly define the compensation structure, payment procedures, appraisal standards, and reward and discipline rules, ensuring that compensation management is open, fair, and equitable.

We have established a compensation system consisting of fixed monthly salary, variable bonuses, and long-term incentives. We dynamically conduct compensation reviews and incentive optimization based on business performance, market changes, regulatory requirements, and employee performance, continuously enhancing the market competitiveness and internal fairness of employee compensation.

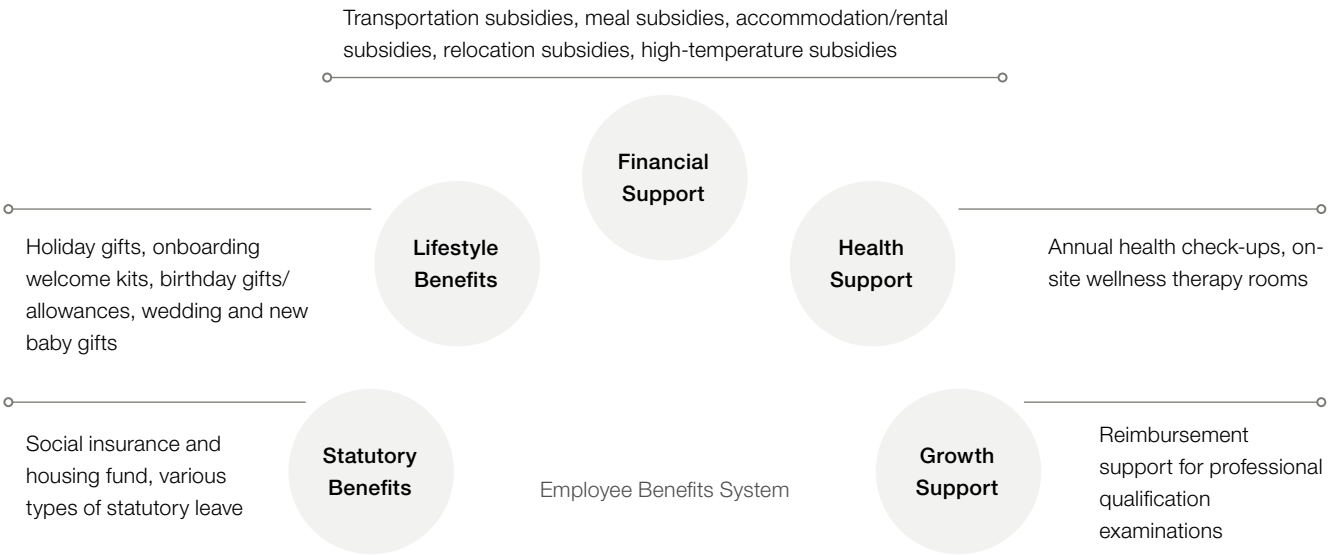


We adhere to a contribution- and results-oriented approach, continuously refining a performance management mechanism that covers all employees. Centered on the stages of goal setting, performance coaching, evaluation and feedback, and results application, we continuously improve the closed-loop performance management mechanism. At the same time, employees' individual performance goals are aligned and managed through Personal Business Commitments (PBCs), ensuring that individual goals are aligned with the Company's strategy. Performance results are applied to performance bonuses, equity incentives, compensation adjustments, and career development, and serve as an important basis for promotion, job rotation, and talent selection. To enhance the fairness of performance evaluations, we have also established a multi-level review mechanism within the evaluation process and strengthen oversight through 360-degree assessments and cross-departmental reviews.



Employee Performance Management System

In addition to implementing all statutory benefits in accordance with the law, we provide employees with a diverse range of supplementary benefits, continuously enhancing their sense of fulfillment and belonging.



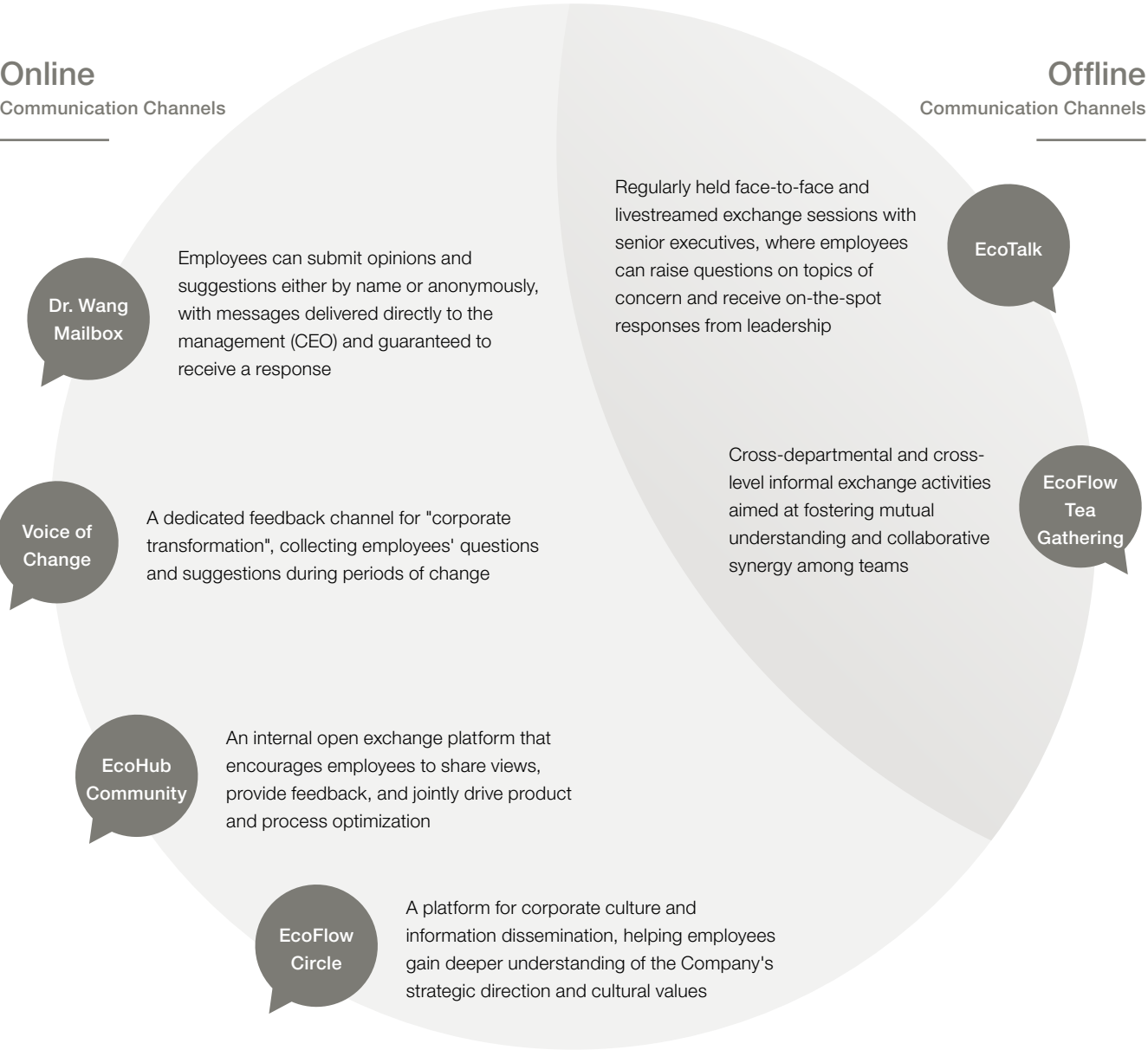
We also foster a healthy organizational climate by organizing team-building activities, departmental exchange events, and cultural programs, providing employees with a platform for communication, interaction, and stress relief, thereby further enhancing team cohesion.



Company Annual Gala Event

Employee Communication

We consistently advocate a culture of equal, open, and direct communication, and are committed to providing employees with diverse and accessible channels for expression. Through a combination of online and offline approaches, we facilitate the flow of information and timely feedback, ensuring that employee opinions and suggestions receive attention and responses. During the Reporting Period, we established a labor union in accordance with the law. The union represents employees in democratic management and oversight, further broadening the channels for employee participation and communication.



Employee Training and Development

As a globally oriented enterprise, we regard talent as the core driving force. We continuously refine our employee training and development mechanisms, building tiered and categorized talent development pathways centered on enhancing comprehensive capabilities, advancing professional skills, and supporting career growth, thereby empowering both employee development and organizational progress.

Employee Training

We place great emphasis on talent development and have formulated internal policies including the *EcoFlow Manager Standards*, *Probation Period Management*, and *Learning Project Delivery*, providing a policy framework and process guidance for training initiatives. During the Reporting Period, we focused on enhancing management and professional competencies, combining internal development with external learning resources to deliver targeted training programs for employees at different levels, thereby improving their comprehensive capabilities. In addition to general development programs, we continued to strengthen professional skills training and invited industry experts to conduct knowledge-sharing sessions, supporting employees in building the capabilities required for their positions.

Management Development Programs	For senior, middle, and frontline managers, we offer programs including the "EMT Pinnacle Plan", "Visionary Power Bootcamp", "Business Leader Bootcamp", and "Foundation Power R&D Program", continuously enhancing leadership capabilities at all levels.	In 2025, over 15 training sessions were conducted, covering more than 150 employees with an overall satisfaction rating of 9 .
New Employee Onboarding Programs	For new hires from both social recruitment and campus recruitment, we conduct the NEW POWER Bootcamp, social recruitment new employee training, and campus recruitment new employee training to help newcomers quickly integrate into the organization, understand the Company's culture, and lay the foundation for talent pipeline development.	In 2025, over 13 training sessions were held, covering more than 700 employees with an overall satisfaction rating of 9.5 .
Professional Skills Training	Tailored to the capability development needs of employees in key specialist roles across various centers, we have established a series of professional skills training programs, including "Product Manager Empowerment" and "R&D Grand Lecture Hall" at the Product R&D Center, "User Insights Sharing" at the Marketing Service Center, and "ISC Transformation Training" at the Supply Chain Center.	In 2025, over 100 training sessions were delivered, covering more than 2,000 employees, further enhancing employees' professional expertise and job performance capabilities.

Employee Training Programs

CASE

Employee Training Platform — "Hao Xue Tang"

As a digital learning platform, "Hao Xue Tang" offers a curriculum system designed to meet employees' learning and development needs, covering topics such as industry overviews, company products, corporate culture, change management, rules and regulations, and general knowledge, providing employees with flexible and convenient online learning channels. As of the end of the Reporting Period, the platform had 1,147 courses available cumulatively.

During the Reporting Period, the cumulative learning hours on the platform reached 24,964 hours. Hao Xue Tang continuously enriches its learning resources and application scenarios, supporting employees in their self-directed learning and enhancing their job-related capabilities.

During the Reporting Period, our training coverage reached 21,397 person-times, with total training hours amounting to 17,729.45 hours and average training hours per employee of approximately 7.82 hours. The number of employees trained and training hours, broken down by gender and employee category, are as follows:

Indicator	Unit	2024	2025
Number of Full-time Employees Trained by Gender			
Male	Person	986	1,442
Female	Person	638	826
Number of Full-time Employees Trained by Employee Category			
Senior Management	Person	13	16
Middle Management	Person	31	92
General Employees	Person	1,580	2,160
Average Training Hours of Full-time Employees by Gender			
Male	Hours / Person	17.50	8.42
Female	Hours / Person	12.90	6.76
Average Training Hours of Full-time Employees by Employee Category			
Senior Management	Hours / Person	23.00	11.09
Middle Management	Hours / Person	17.30	8.53
General Employees	Hours / Person	15.60	7.76

The total training hours amounted to **17,729.45** hours, with an average training duration of approximately **7.82** hours per employee.

Employee Development

We are committed to providing employees with clear and diverse growth pathways. By refining institutional standards and defining competency requirements, we empower employees' career development. We have formulated internal policies, including the *Grade Promotion Plan* and *Manager Standards 2.0*, which clearly set out the requirements for employee development and promotion.

Aligned with the Company's strategic direction and business development needs, we continuously upgrade our job grading system, establishing a dual-track growth mechanism with parallel "Management Track" and "Professional Track" pathways. This defines the development direction, competency requirements, and promotion paths for different positions. At the same time, we have steadily advanced the development of talent standards, creating management position talent standards and 24 professional sequence talent standards, which are applied across internal selection, external recruitment, and performance evaluation processes. We have also established a regular operating mechanism for professional sequences, standardizing the management and approval authorization of sequence talent standards. Through the continuous refinement of the talent selection, deployment, development, and retention system, we provide employees with clear growth opportunities and advancement prospects, whether in management or professional directions.

Occupational Health and Safety

We regard employee occupational health and safety as a critical baseline for stable operations. We continuously refine our occupational health and safety management mechanisms, safeguarding employee health and occupational safety through enhanced safety management, routine prevention and control, and training and education.

We comply with the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the *Work Safety Law of the People's Republic of China*, and other applicable laws and regulations in the jurisdictions where we operate. We have established a quality, environment, and occupational health and safety management system with coordinated participation from responsible departments, supervisory departments, and executing departments, promoting the layered implementation of safety responsibilities. On this basis, we have appointed part-time safety officers to assist in routine safety supervision and management, and to coordinate with relevant departments to drive issue rectification and the implementation of management requirements, thereby further strengthening frontline safety management.

We adhere to the occupational health and safety management policy of "full participation, prevention first, safe production, and continuous improvement", consistently strengthening risk identification, hazard management, and health management to continuously elevate our occupational health and safety standards. As of the end of the Reporting Period, EcoFlow Inc. and EcoFlow Innovation Ltd. had been certified to the ISO 45001 occupational health and safety management system.

To address occupational health risks and workplace safety risks, we continuously carry out safety inspections, health management, training, and drills, creating a safe and healthy working environment for our employees.

Routine Safety Management	Health Check-ups	Fire Drills and Safety Training
- Conduct regular safety inspections, clearly assign rectification responsibilities and deadlines for identified risk points and hazards, and monitor the implementation of corrective measures. - Post safety signage in office and production areas covering key locations such as fire escape routes, fire extinguishers, and emergency exits. Provide guidance on the use of firefighting equipment, general electrical safety knowledge, and other reminders to alert employees to workplace safety and regulate daily behavior.	To strengthen employee health protection, organize annual health check-ups for employees and provide health report interpretation, helping employees stay informed about their health status and make informed arrangements for subsequent health management.	Conduct regular fire drills and safety training to enhance employees' emergency response capabilities and safety awareness, improving their ability to respond and handle emergencies.

Occupational Health and Safety Management Measures



Occupational Health and Safety Management System Certification

CASE

Employee Safety Education and Training

We organize fire drills and safety education and training to continuously strengthen employee safety education. We adopt an in-person, instructor-led approach to deliver three-level safety education training for new hires, covering content such as production safety fundamentals, fire safety, PPE wearing requirements, occupational health knowledge, and environmental safety, helping employees understand basic safety requirements and position-specific precautions. During the Reporting Period, the relevant training covered a total of 898 person-times.

Our occupational health and safety data is as follows:

Indicator	Unit	2024	2025
Work-related fatalities	Person	0	0
Work-related fatality rate	%	0	0
Lost days due to work injury	Days	70	228

04

Ecosystem

Ecological Harmony, Protecting Our Shared Planet

57	Environmental Management
59	Emissions Management
61	Resource Management
63	Addressing Climate Change
65	Ecological Conservation

We adhere to the concept of green development, integrating environmental responsibility into corporate growth and operational management. We continuously strengthen pollution prevention and control, optimize resource utilization, and actively address climate change, striving to minimize the environmental impact of our business activities. We embed green and low-carbon requirements into every stage of production and operations, achieving synergistic benefits between corporate development and environmental protection.



6

CLEAN WATER AND SANITATION

7

AFFORDABLE AND CLEAN ENERGY

13

CLIMATE ACTION

14

LIFE BELOW WATER

15

LIFE ON LAND

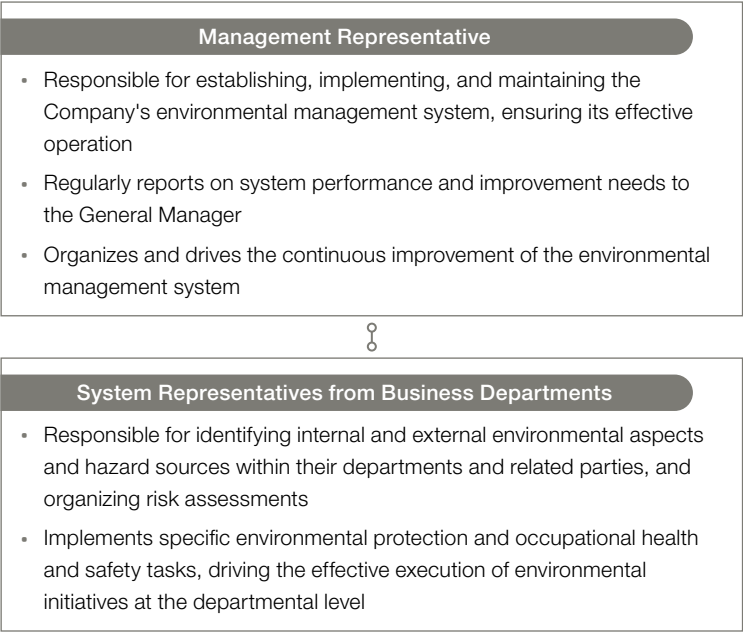
Sustainable Development Goals (SDGs) Response

Environmental Management

We continuously strengthen the environmental management system, clarify environmental management objectives and the division of responsibilities, and advance the orderly execution of environmental risk identification, emergency management, and training and drills. We integrate environmental management requirements into our daily management and production processes to support green and low-carbon operations.

Environmental Management System

We comply with the *Environmental Protection Law of the People's Republic of China* and other applicable laws and regulations in the jurisdictions where we operate. We have formulated and implemented internal policies, including the *Environmental Aspect Identification and Assessment Control Procedure*, the *Objectives, Targets and Management Program Control Procedure*, and the *Environmental and Safety & Health Monitoring Management Procedure*, to fully implement environmental management requirements. We have established an environmental management system composed of a management representative and system representatives from each business department, clearly defining management responsibilities at all levels to ensure the effective execution of all environmental management requirements.



EcoFlow Environmental Management Structure

During the Reporting Period, EcoFlow Inc. and EcoFlow Innovation Ltd. were certified to the ISO 14001 environmental management system.



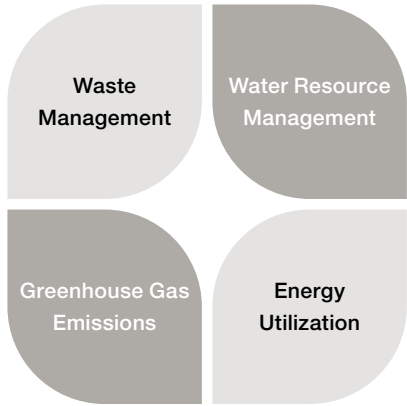
Environmental Management System Certification

Environmental Management Targets

In line with our operational realities and management needs, we have set environmental targets in four key areas: waste management, greenhouse gas emissions (GHG), water resource management, and energy utilization. We consistently standardize waste treatment processes, strengthen energy conservation and consumption reduction management, improve water resource utilization efficiency, optimize energy utilization practices, and drive the orderly implementation of all environmental management targets.

Continuously improve requirements for waste classification, collection, storage, and disposal; achieve 100% compliant disposal of hazardous waste; reduce the environmental pollution risk posed by waste.

Drive the reduction of carbon emissions in operations by optimizing operational processes, strengthening energy conservation and consumption reduction management, and improving energy efficiency.



Continuously strengthen water use management, reduce unnecessary water consumption, and improve water resource utilization efficiency.

Improve energy efficiency by optimizing the Energy Utilization mix, adopting energy-saving technologies, and promoting process improvements, thereby supporting green and low-carbon operations.

Environmental Management Targets

Environmental Risk Management and Assessment

In accordance with internal policies such as the *Risk and Opportunity Control Procedure* and the *Environmental Aspect Identification, Evaluation and Control Specifications*, we continuously carry out environmental risk identification, assessment, and review. For identified risks, we document and track them through tools including the *Risk and Opportunity Assessment Analysis Form* and the *Environmental Aspect Identification Checklist*, and implement corresponding management requirements and control measures based on the risk assessment results. We continuously strengthen the management and control of key environmental aspects, keeping environmental risks within acceptable limits, and enhancing the standardization and effectiveness of environmental management.

Environmental Emergency Management

We have formulated the *Emergency Preparedness and Response Control Procedure*, completed the preparation and filing of environmental emergency response plans, and established response mechanisms for potential environmental pollution incidents and safety accidents. Through routine management and regular drills, we test the implementation of emergency response plans, further standardizing emergency response processes and strengthening environmental risk prevention and control.

During the Reporting Period, we conducted a total of 19 emergency drills covering scenarios such as fire safety, chemical spills, special equipment incidents, and lithium battery emergency response, with a total of 3,000 person-times covered. These drills tested the operability of emergency response plans and enhanced employees' environmental safety awareness and on-site emergency response capabilities.

CASE

Multi-Scenario Emergency Drills

In March 2025, we organized a series of emergency drills covering three typical risk scenarios: mechanical injury, lithium battery incidents, and hazardous chemical spills. The drills followed the emergency response plan procedures, simulating the entire real accident response process from incident reporting and initial response to personnel evacuation and rescue coordination. Through multi-department collaborative exercises, the feasibility of the plans was tested, employees' emergency response skills were enhanced, and overall safety prevention and control as well as coordinated response capabilities were strengthened, providing robust support for the prevention of production safety accidents.

Resource Management

We focus on key areas including water resources, energy, and circular economy, continuously advancing resource conservation and recycling. Through process improvements, equipment optimization, and daily management, we reduce resource consumption, enhance usage efficiency, and strengthen practices in areas such as waste classification, resource recovery, and reuse, thereby promoting the circular utilization of resources in our operations.

Energy Management

We continuously advance the development of our energy management system, having formulated and implemented the Energy Conservation and Consumption Reduction Control Procedure to progressively standardize energy saving and consumption reduction management requirements. We drive energy-saving initiatives across production and operations management, equipment energy-efficiency retrofits, process optimization, and office energy conservation management to improve energy efficiency.



Production Energy Saving

Energy-Saving Management:

- Reasonably start and stop equipment and lighting according to production schedules; promptly shut down equipment when not in use to avoid energy waste.
- Operate exhaust fans at low-frequency modes based on production needs to further reduce energy consumption.

Equipment Upgrades:

- Select aging process equipment configured with energy-regenerative load systems to improve energy efficiency in production processes.
- Introduce low-power refrigerated dryers to reduce energy consumption per unit of production.
- Select variable frequency models for air conditioning, air compressors, and exhaust fans, adjusting operating speeds based on actual load to enhance equipment operational efficiency.



Office Energy Saving

- Establish after-hours protocols where security personnel and electricians promptly turn off non-essential lighting and air conditioning to avoid energy waste.
- Post energy-saving signage in office areas to continuously reinforce employee energy conservation awareness and foster a green office environment.
- Promote LED lighting and deploy smart lighting and temperature control systems to enable on-demand Energy Utilization and reduce daily energy consumption.

Key Energy-Saving Measures

Our energy consumption data is as follows:

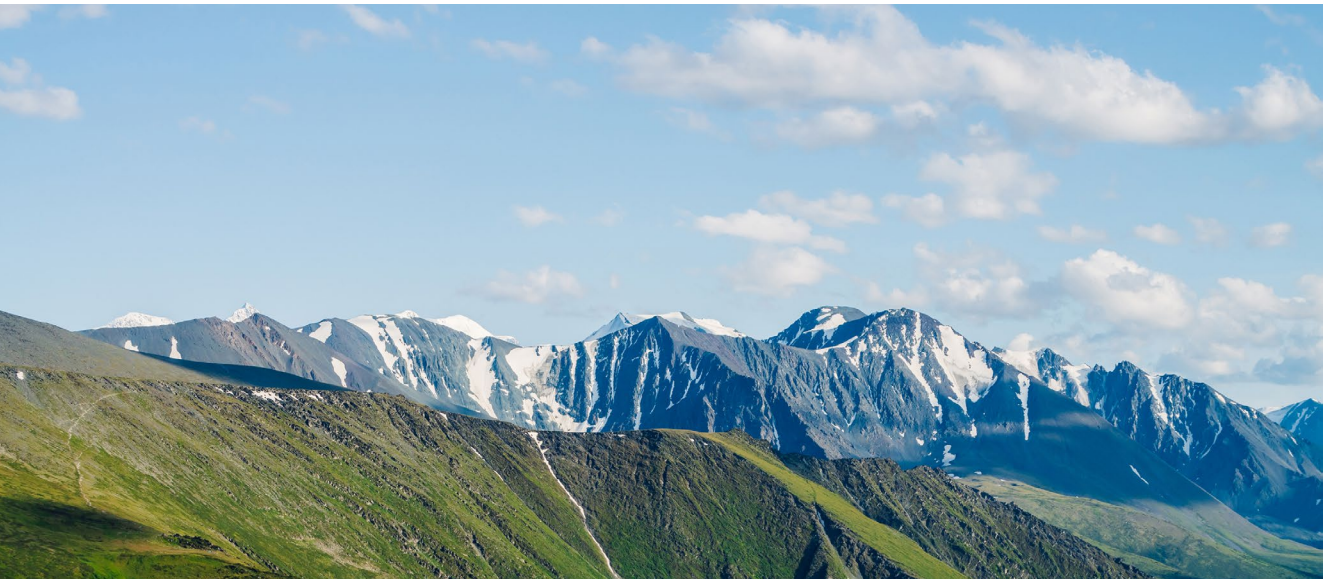
Indicator	Unit	2024	2025
Purchased Electricity	MWh	2,609.87	2,928.32
Indirect Energy Consumption	MWh	2,609.87	2,928.32
Indirect Energy Consumption Intensity	MWh / Million RMB Revenue	0.31	0.30
Total Energy Consumption	MWh	2,609.87	2,928.32
Total Energy Consumption Intensity	MWh / Million RMB Revenue	0.31	0.30

Water Resource Management

We integrate water resource management into our daily operations, adopting multiple measures to enhance water utilization efficiency. We deploy and use water-saving facilities and equipment, such as water-efficient toilets, to reduce water consumption at the source. At the same time, we post water conservation reminders in areas such as washrooms and restrooms to prompt employees to adopt water-saving habits and eliminate wasteful practices like running taps unnecessarily. Furthermore, we continuously carry out water conservation awareness campaigns and everyday guidance, encouraging employees to develop good habits such as promptly turning off taps and using water responsibly, gradually fostering a culture of water conservation.

Our water resource and packaging material consumption data is as follows:

Indicator	Unit	2024	2025
Water Consumption	Cubic Meter	3,554.68	7,842.25
Water Consumption Intensity	Cubic Meter / Million RMB Revenue	0.42	0.80
Packaging Material Consumption	Tonne	1,579.00	2,480.00
Packaging Material Consumption Intensity	Tonne / Million RMB Revenue	0.19	0.25



Addressing Climate Change

We closely monitor the risks and opportunities arising from global climate change and continuously assess potential impacts on operations, supply chain, market environment, and long-term development. We respond to carbon peaking and carbon neutrality goals, incorporating climate change response into the key topics of our sustainability management and steadily strengthening climate risk management. Taking into account our business characteristics and industry trends, we have carried out identification of climate-related risks and opportunities and formulated targeted response measures. The results of this identification are shown in the table below.

Risk/ Opportunity	Type	Potential Impact	Response Measures
Physical Risk	Acute Risk	Extreme weather such as typhoons and floods may be affected by extreme weather such as typhoons and floods, leading to equipment damage, production disruptions, and disruptions to logistics operations, which in turn may affect order delivery.	- Reinforce key production bases and warehousing facilities against typhoons; - Develop disaster emergency response plans and business continuity plans.
	Chronic Risk	Sustained high temperatures may increase the energy consumption burden on production and office premises, and affect employee health, equipment stability, and operational efficiency.	- Optimize work arrangements and on-site management during high-temperature weather; - Strengthen ventilation, cooling, and equipment maintenance to ensure operational stability; - Continuously monitor the impact of extreme heat on energy consumption and personnel health, and adopt targeted protective measures.
Transition Risk	Policy and Legal Risk	Climate-related policies and regulations in major markets, such as the EU's Carbon Border Adjustment Mechanism (CBAM) and the EU Battery Regulation, are being introduced successively, potentially leading to increased compliance costs and higher market entry barriers for products.	- Participate in industry exchanges and policy research, and continuously monitor climate-related policy trends in major global markets. - Establish a cross-departmental coordinated response mechanism to track regulatory changes and drive the implementation of relevant requirements.
	Reputation Risk	Stakeholder expectations Investors, customers, and the public are increasingly concerned about corporate sustainability and climate-related performance. If the Company fails to meet stakeholder expectations in areas such as climate information disclosure, it may adversely affect brand reputation and investor confidence.	Continuously improve the climate information disclosure mechanism and regularly publish sustainability reports, proactively addressing stakeholder concerns.
Transition Opportunity	Policy Opportunity	Global energy transition The global "carbon neutrality" goals are accelerating the adoption of renewable energy, expanding market opportunities for the Company's products.	- Strengthen technology R&D and enrich the product portfolio. - Expand global markets and enhance localized service capabilities.
	Market Opportunity	Growing demand for green products With rising consumer environmental awareness and the growth of the outdoor economy, market demand for portable, clean, and reliable energy products continues to increase.	- Develop targeted products and accessories for niche scenarios such as camping, outdoor work, and home use. - Continue to deepen presence in vertical markets, improving product suitability and competitiveness.

Based on the identification results, we will continue to monitor and respond to climate risks, reducing the potential impact of climate-related risks on our operations while seizing the development opportunities presented by the green transition. We continuously conduct greenhouse gas emissions accounting to track the effectiveness of our energy conservation, emission reduction, and climate change response efforts, using this data to optimize our climate change strategy. Our greenhouse gas emissions data² is as follows:

Indicator	Unit	2024	2025
Scope 2 GHG Emissions	Tonne of CO ₂ e	1,400.45	1,571.34
Total GHG Emissions	Tonne of CO ₂ e	1,400.45	1,571.34
GHG Emission Intensity	Tonne of CO ₂ e / Million RMB Revenue	0.16	0.16

We also actively advance product carbon footprint assessment and accounting. Through transparent and quantifiable carbon data management, we provide guidance for the green development of products and the reduction of carbon footprints across their entire life cycle, while also contributing to climate change mitigation. As of the end of the Reporting Period, some of our products had obtained carbon footprint verification statement.



Product Carbon Footprint Verification Statement

² The Company's operations do not involve fossil fuel combustion and direct energy consumption. Purchased electricity is the primary source of energy consumption, and therefore the Company had no Scope 1 GHG emissions.

Ecological Conservation

We place great importance on biodiversity conservation, complying with the *United Nations Convention on Biological Diversity* and the wildlife protection laws and regulations in the jurisdictions where we operate. We integrate ecological protection requirements into our daily operational management, striving to minimize the impact of our production and business activities on the ecological environment.

We have established collaborative partnerships with WRN Ambassador, St John Ambulance Cymru, the Social Emergency Management Alliance (SEMA), WWF Australia, and approximately 30 environmental NGOs worldwide, jointly supporting climate action and ecological and environmental protection. In recent years, we have continuously worked with environmental organizations, nature reserves, and public welfare institutions to help enhance the sustainability and response capabilities of ecological conservation efforts.

CASE

Providing Power Support to a South African Animal Rescue Organization

Feeding the Furballs, a South African animal rescue organization, has long been affected by power outages, posing challenges for medicine storage, refrigeration, and basic treatment conditions. EcoFlow donated portable power stations to the organization, providing power support for its rescue operations and facilitating the smooth delivery of animal treatment and daily care.



CASE

Donating Clean Energy Equipment to Italy's Ticino Valley Natural Park

We donated DELTA Pro portable power stations and solar panels to Italy's Ticino Valley Natural Park, delivering stable and reliable clean energy to two off-grid buildings within the park in support of UNESCO's Man and the Biosphere (MAB) Programme and the conservation of the biosphere reserve.



CASE

Supporting Ecological Monitoring and Conservation in Sanjiangyuan

EcoFlow donated portable power stations to the Nyanpo Yutse Conservation Association to support ecological and wildlife conservation on the Qinghai-Tibet Plateau. The equipment provides continuous power for research equipment such as infrared cameras and monitoring sensors, while also meeting the daily electricity needs of the conservation team.



CASE

Donating Saplings and Portable Power Stations to the "Million Forest Initiative"

We donated 10,000 saplings in the name of our users to the China Green Foundation's "Millionforest Plan", supporting afforestation and desertification control in the arid regions of western China. Portable power stations were also donated to provide clean power for patrols, monitoring, and irrigation, contributing to green growth.



05

Resilience

Emergency Response, Building Resilience for Life

- 69 Power for Rescue
- 73 Power for Community

As a leading enterprise in the global mobile energy storage and clean energy sectors, we leverages our own resources and organizational capabilities to integrate emergency disaster relief actions with social responsibility, providing sustainable and renewable power solutions to communities affected by disasters worldwide, thereby actively fulfilling our values. During the Reporting Period, EcoFlow donated materials and funds valued at RMB 1.21 million to disaster-stricken areas and communities both domestically and internationally.



3

GOOD HEALTH
AND WELL-BEING

8

DECENT WORK AND
ECONOMIC GROWTH

9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE

12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION

Power for Rescue

Establish Water, Land, and Air Rescue Power Defense Line

EcoFlow is actively building a three-dimensional emergency rescue power defense line covering "water, land, and air". Through efficient global resource allocation and rapid response actions, we provide stable and clean emergency power support for life-saving operations and post-disaster recovery at sites of various natural disasters and sudden crises, demonstrating our commitment to sustainable development through concrete actions.

To further promote the overall development quality of social emergency forces and improve the level of emergency equipment configuration, the Ministry of Emergency Management of the People's Republic of China has been promoting the classification and grading assessment work for social emergency forces nationwide in recent years. In 2025, during the classification and grading assessment work, EcoFlow provided equipment support to assist rescue teams in building an efficient emergency rescue system, effectively enhancing response speed and operational effectiveness in rescue scenarios.

In this assessment, EcoFlow served as the power partner of Xiamen Shuguang Rescue Team—the first "dual Level-1" highest qualified team in Fujian Province for both building collapse and water rescue—providing advanced emergency power solutions. These solutions effectively supported the rescue team in establishing a three-dimensional emergency response system covering "water, land, and air", significantly enhancing its continuous operational capability and disaster response capacity across multiple disaster types and all scenarios.

Water Search and Rescue

Sonar Search Guided by Power

In underwater search and rescue missions, critical detection equipment such as sonar imposes extremely stringent requirements on power stability, endurance, and environmental adaptability. EcoFlow leverages advanced energy storage technology to provide high-reliability, long-endurance power guarantee for underwater sonar and its collaborative operation systems, ensuring that critical equipment operates continuously and stably in complex environments, thereby directly enhancing the effectiveness of underwater life detection and rescue operations.



EcoFlow Underwater Sonar Detector

Ground-Based Emergency Support

Power On Demand Mission Must Reach

In emergency rescue scenarios such as earthquakes and vehicle accidents, the continuous high-power operation of breaching equipment is critical to establishing a lifeline. EcoFlow leverages its DELTA Pro 3 emergency power station equipped with X-Boost dimensionality-enhancing drive technology to provide robust and stable power support of up to 6,000W for high-load breaching equipment such as cutters and electric saws. This effectively overcomes operational challenges posed by hard materials including steel reinforcement bars and concrete, ensuring the continuity and efficiency of rescue operations.



EcoFlow DELTA Pro 3 Emergency Power Station

Aerial Emergency Support

Strongest Backing for Power Assurance

In emergency rescue operations, drones have become critical carriers for reconnaissance, payload delivery, and illumination tasks due to their rapid response capabilities and high-precision operational performance. To overcome limitations in endurance and ensure sustained operations in complex environments, EcoFlow leverages high-energy-density energy storage technology and the X-Stream fast-charging system to provide rapid, stable, and portable power support for rescue drones, significantly extending their airborne operational duration and mission flexibility.



EcoFlow X-Stream Fast-charging Equipment

Global Rescue Practices

In 2025, EcoFlow actively fulfilled its global corporate responsibilities by continuing to carry out rescue support operations both domestically and internationally. Domestically, we closely collaborated with the Ministry of Emergency Management, rescue teams at all levels, and social organizations to provide rapid and reliable emergency power supply on the front lines of natural or man-made disasters such as floods and major fires. Overseas, we deliver clean energy solutions to disaster affected communities through cooperation with local governments, international relief agencies and non-governmental organizations. By building a global resource scheduling network, EcoFlow is committed to providing sustainable power support for life-saving operations and post-disaster recovery at critical moments, safeguarding human safety through concrete actions and advancing the enhancement of global emergency response capabilities.

CASE

Supporting Community Energy Supply after the LA wildfires

During the wildfire relief operations in Los Angeles, United States, EcoFlow actively participated in disaster area assistance and provided emergency energy support to frontline rescue teams and affected communities. The portable power stations and solar power generation equipment donated by the Company provided stable and clean emergency power for on-site rescue command, refuge families, and critical public service facilities. This ensured smooth communication and continuous operation of critical equipment, while also assisting the community in restoring basic living order after the disaster.

Portable Power Stations and Solar Power Generation Equipment

CASE

Supporting the Tai Po Fire in Hong Kong to Ensure Stable Power Supply for Communication Equipment

During the rescue operation for the Tai Po fire in Hong Kong, EcoFlow donated outdoor emergency power equipment to the K2H Hong Kong Rescue Team. The equipment was uniformly deployed in the frontline material area to provide continuous and stable charging support for communication devices of front-line rescuers, including firefighters and police officers. This ensured the smooth transmission of critical rescue instructions and maintained personnel safety communications, while sustaining essential communication between the rescue team and external parties as well as family members under high-intensity operating conditions.

Outdoor Emergency Power Equipment Donation

CASE

Deepen North American Disaster Relief Cooperation

Before the hurricane season, EcoFlow, through cooperation with non-profit organizations, donated portable power and solar power generation equipment valued at over USD 50,000 to North America. A mechanism for the pre-positioning and rapid deployment of emergency supplies was established to ensure that equipment remains on standby prior to the occurrence of disasters. Through proactive disaster prevention collaboration, we enhance community emergency resilience and integrate sustainable development concepts into the entire process of disaster risk management.



Portable Power and Solar Power Generation Equipment

CASE

Ensure the Stability of Core Rescue Equipment after the Earthquake in Myanmar

During the earthquake relief operations in Myanmar, EcoFlow promptly donated critical emergency power equipment to the disaster area, providing stable and continuous clean power support for core rescue assets including on-site communication systems, emergency lighting, and life detectors. This action ensured the smooth transmission of rescue commands and the continuity of on-site operations, securing valuable time for life search and rescue efforts. At this critical moment of emergency rescue, reliable energy serves not only as a technical safeguard but also as a vital fulcrum carrying the hope of life.



Emergency Power Equipment for Earthquake Rescue

CASE

Supporting the Comprehensive Drill of Jiangsu Blue Sky Rescue

During the Jiangsu Blue Sky Rescue Comprehensive Drill, EcoFlow provided continuous and stable clean power supply for the on-site command center and critical rescue equipment. Our emergency power system effectively supported the reliable operation of high-precision equipment such as communication dispatching, lighting, and life detectors, ensuring the continuity of drill command and rescue operations.



On-site Equipment for the Blue Sky Rescue Comprehensive Drill

CASE

Supporting Rongjiang County in Establishing a "Temporary Emergency Power Supply Station"

Following the disaster in Rongjiang County, Guizhou, EcoFlow responded swiftly by coordinating with the Thunder Emergency Rescue Center in Zichang City, Shaanxi. Mobile energy storage equipment was urgently deployed to rapidly establish "temporary emergency power supply stations" at multiple resettlement sites for the affected people. These power supply stations provided stable electricity support for lighting, communication charging and other power support for the resettlement site, effectively alleviating the pressure of power shortages in the disaster area and ensuring the orderly development of basic livelihood for the public and on-site rescue operations.



Temporary Emergency Power Supply Station in Disaster Area

Power for Community

EcoFlow not only provides rapid rescue in major global disasters, provides key emergency power support, takes root in communities for a longer time, and actively participates in local resilience construction through normalized disaster prevention reserves, energy knowledge popularization and community cooperation. We are committed to connecting global action with local care through clean energy technology, continuously creating social value in both emergency rescue and routine prevention, and promoting the joint construction of a sustainable and resilient future.

In 2025, we actively fulfilled our social responsibility mission by continuously deepening our efforts in multiple dimensions, including community empowerment and energy inclusiveness.

CASE

Stable Power Supply for the National Games and Escort Scientific and Technological Performances

At the closing ceremony of the 15th National Games, EcoFlow provided stable clean power support for the high-intensity, long-duration operation of 30 robotic arms in the technology showcase "Technology Innovation Towards the Future." Through mobile energy storage devices such as DELTA 2 Max, we ensured continuous and reliable power supply for key performance equipment and systems both on stage and behind the scenes, guaranteeing the successful completion of this grand event blending technology and art. This application demonstrates EcoFlow's practice of supporting national-level events with zero-emission, low-noise green energy solutions during large-scale public cultural activities.



Power Assurance Safeguards the Technology Performance

CASE

Donation of Clean Power Equipment to Brazil

EcoFlow, in collaboration with three Brazilian social welfare content creators, donated DELTA 2 portable power stations and solar panels to three remote riverside communities in Brazil lacking stable electricity access. This initiative provided stable, clean power to households that had long relied on traditional lighting, enabling the use of lighting, communication devices, and essential appliances, thereby significantly enhancing residents' safety, comfort, and dignity. This collaboration exemplifies EcoFlow's practice of empowering marginalized communities through clean energy technology and advancing energy equity, translating corporate social responsibility into tangible humanistic care and contributing to sustainable inclusive development.



Taking a Commemorative Photo with the Local Community Residents in Brazil



Appendix I: Sustainability Performance

Environmental Performance

Category	Indicator	Unit	2024	2025
Greenhouse Gas	Scope 2 GHG emissions	Tonne of CO ₂ e	1,400.45	1,571.34
	Total GHG emissions	Tonne of CO ₂ e	1,400.45	1,571.34
	GHG emission intensity	Tonne of CO ₂ e / Million RMB Revenue	0.16	0.16
Waste	Non- hazardous waste	Kg	151,600	291,980
	Non-hazardous waste intensity	Kg / Million RMB Revenue	17.83	29.94
	Hazardous waste	Kg	701	348
	Hazardous waste intensity	Kg / Million RMB Revenue	0.08	0.04
	Percentage of waste transferred from landfills	%	85.44	89.85
Energy	Purchased electricity	MWh	2,609.87	2,928.32
	Indirect energy consumption	MWh	2,609.87	2,928.32
	Indirect energy consumption intensity	MWh / Million RMB Revenue	0.31	0.30
	Total energy consumption	MWh	2,609.87	2,928.32
	Total energy consumption intensity	MWh / Million RMB Revenue	0.31	0.30
Water consumption	Water consumption	Cubic Meter	3,554.68	7,842.25
	Water consumption intensity	Cubic Meter / Million RMB Revenue	0.42	0.80
Packaging materials	Packaging material consumption	Tonne	1,579.00	2,480.00
	Packaging material consumption intensity	Tonne / Million RMB Revenue	0.19	0.25
Environmental Management	Percentage of locations where environmental risk assessments have been conducted	%	100	100
	Incidents where the Company's production and operational development caused damage to biodiversity in surrounding areas	Case	0	0
	Accidental contamination incidents involving chemicals or waste	Case	0	0
	Percentage of sites certified to ISO 14001	%	0	100

Social Performance

Category	Indicator		Unit	2024	2025	
Employment	Number of employees by gender	Male	Person	986	1,462	
		Female	Person	638	839	
		Unknown	Person	0	94	
	Number of employees by age	Under 30	Person	787	1,072	
		30-50	Person	837	1,212	
		Over 50	Person	0	6	
		Unknown	Person	0	105	
	Number of employees by region	Mainland China, Hong Kong, Macau and Taiwan	Person	1,611	2,275	
		Overseas	Person	13	120	
	Employee turnover rate by gender	Male	%	14.40	28.45	
		Female	%	22.41	30.99	
	Employee turnover rate by age	Under 30	%	21.73	28.64	
		30-50	%	13.50	30.12	
		Over 50	%	0	0	
	Employee Turnover Rate by Region	Mainland China, Hong Kong, Macau and Taiwan	%	17.26	29.36	
		Overseas	%	53.85	38.33	
		Number of employees in senior management positions		Person	145	146
		Total number of employees from minority groups		Person	42	127
		Percentage of total employees from minority groups		%	2.59	4.80
		Number of employees from minority groups in senior management positions (excluding the Board of Directors)		Person	0	1
		Percentage of minority employees in senior management positions (excluding the Board of Directors)		%	0	0.68
		Number of female employees in senior management positions (excluding the Board of Directors)		Person	43	41
		Percentage of female employees in senior management positions (excluding the Board of Directors)		%	29.65	28.08
	Percentage of women on the Board		%	16.67	16.67	
	Percentage of workplaces that have undergone human rights due diligence or human rights impact assessment		%	0	100	
	Coverage of the employee satisfaction survey		%	100	/	
	Number of incidents involving child labor or forced labor		Case	0	0	
	Unadjusted average hourly gender pay gap		%	24	20	

Category	Indicator		Unit	2024	2025
Development and Training	Number of employees trained by gender	Male	Person	986	1,442
		Female	Person	638	826
	Number of employees trained by employee category	Senior management	Person	13	16
		Middle management	Person	31	92
		General employees	Person	1,580	2,160
	Average training hours per of employee by gender	Male employees	Hours / Person	17.50	8.42
		Female employees	Hours / Person	12.90	6.76
	Average training hours of employee by employee category	Senior management	Hours / Person	23.00	11.09
		Middle management	Hours / Person	17.30	8.53
		General employees	Hours / Person	15.60	7.76
	Percentage of employees who have undergone regular performance and career development assessments		%	100	100
	Percentage of employees who have received training on diversity, anti-discrimination, or anti-harassment across all regions		%	0	100
	Percentage of employees who have received vocational or skills-related training		%	100	100
Health and Safety	Work-related fatalities		Person	0	0
	Work-related fatality rate		%	0	0
	Lost days due to work injury		Days	70	228
Sustainable Procurement	Number of suppliers		/	600	402
	Total number of supplier quality training sessions		/	514	457
	Total number of participants in supplier quality training		Person	5,710	4,250
	Percentage of target suppliers that have signed the Supplier Code of Conduct		%	0	52
	Percentage of suppliers with contracts containing clauses on environmental, labor, and human rights requirements		%	0	16
Social Public Welfare	Funds for external donations		RMB Ten Thousand	45.11	121.00

Governance Performance

Category	Indicator	Unit	2024	2025
Business Ethics	Number of anti-corruption training sessions provided to directors and senior management	/	2	2
	Number of director participations at anti-corruption training sessions	Person-time	22	24
	Number of anti-corruption training sessions provided to employees	/	2	4
	Number of employee participations in anti-corruption training	Person-time	3,000	3,200
	Number of reports generated by the whistleblowing procedure	Case	3	2
	Number of confirmed corruption incidents	Case	3	2
	Percentage of risk-based trading partners covered by anti-corruption or information security due diligence processes	%	60	100
	Percentage of employees who have received training on information security topics	%	100	100
Information Security	The percentage of locations that have undergone an internal assessment or review regarding information security issues	%	100	100
	Number of confirmed information security incidents	Case	3	0
	Percentage of sites certified to ISO 27001	%	0	80

Appendix II: GRI Index

Item	Content	Index
Universal Standards		
GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021		
The Organization and its Reporting Practices		
2-1	Organization details	About EcoFlow
2-2	Entities included in the organization's sustainability reporting	Reporting Considerations
2-3	Reporting period, reporting frequency, and contact point	Reporting Considerations
2-4	Restatement of information	This is the first report and does not involve.
2-5	External assurance	No external assurance was performed for this reporting period.
Activities and Workers		
2-6	Activities, value chain, and other business relationships	About EcoFlow Empowering a Holistic Ecosystem
2-7	Employees	Employee Rights Protection
2-8	Workers who are not employees	Employee Rights Protection
Governance		
2-9	Governance structure and composition	Corporate Governance
2-10	Nomination and selection by the highest governance body	Corporate Governance
2-11	Chair of the highest governance body	Corporate Governance
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance
2-13	Delegation of responsibility for managing impacts	Corporate Governance
2-14	Role of the highest governance body in sustainability reporting	Sustainability Management
2-15	Conflict of interest	Business Ethics
2-16	Communication of critical concerns	Sustainability Management
2-17	Collective knowledge of the highest governance body	Sustainability Management
2-18	Evaluation of the performance of the highest governance body	Confidentiality restrictions apply; disclosure is not permitted.
2-19	Remuneration Policies	Confidentiality restrictions apply; disclosure is not permitted.
2-20	Process to determine remuneration	Confidentiality restrictions apply; disclosure is not permitted.
2-21	Annual total compensation ratio	Confidentiality restrictions apply; disclosure is not permitted.

Item	Content	Index
Strategy, Policies, and Practices		
2-22	Statement on sustainable development strategy	Sustainability Management
2-23	Policy commitments	See all chapters.
2-24	Embedding policy commitments	See all chapters.
2-25	Processes to remediate negative impacts	Business Ethics Employee Rights Protection Environmental Management
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Management
2-27	Compliance with laws and regulations	See all chapters.
2-28	Membership associations	About EcoFlow Empowering a Holistic Ecosystem
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Sustainability Management
2-30	Collective bargaining agreements	Confidentiality restrictions apply; disclosure is not permitted.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Sustainable Management
3-2	List of material topics	Sustainable Management
3-3	Management of material topics	Sustainable Management
Topic Standards		
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Confidentiality restrictions apply; disclosure is not permitted.
201-2	Financial implications and other risks and opportunities due to climate change	Information temporarily unavailable.
201-3	Defined benefit plan obligations and other retirement plans	Employee Rights Protection
201-4	Financial assistance received from government	Confidentiality restrictions apply; disclosure is not permitted.
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Confidentiality restrictions apply; disclosure is not permitted.
202-2	Proportion of senior management hired from the local community	Confidentiality restrictions apply; disclosure is not permitted.
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Information temporarily unavailable.

Item	Content	Index
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Business Ethics Appendix I: Sustainability Performance
205-2	Communication and training about anti-corruption policies and procedures	Business Ethics
205-3	Confirmed incidents of corruption and actions taken	Business Ethics
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Resource Management
301-2	Recycled input materials used	Information temporarily unavailable.
301-3	Reclaimed products and their packaging materials	Information temporarily unavailable.
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Resource Management
302-2	Energy consumption outside of the organization	Resource Management
302-3	Energy intensity	Resource Management
302-4	Reduction of energy consumption	Resource Management
302-5	Reductions in energy requirements of products and services	Resource Management
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Resource Management
303-2	Management of water discharge-related impacts	Resource Management
303-3	Water withdrawal	Resource Management
303-4	Water discharge	Resource Management
303-5	Water consumption	Resource Management
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
304-2	Significant impacts of activities, products and services on biodiversity	Not applicable
304-3	Habitats protected or restored	Not applicable
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable

Item	Content	Index
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Not applicable
305-2	Energy indirect (Scope 2) GHG emissions	Addressing Climate Change
305-3	Other indirect (Scope 3) GHG emissions	Information temporarily unavailable.
305-4	GHG emission intensity	Addressing Climate Change
305-5	Reduction of GHG emissions	Addressing Climate Change
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Emissions Management
306-2	Management of significant waste-related impacts	Emissions Management
306-3	Waste generated	Emissions Management
306-4	Waste diverted from disposal	Emissions Management Appendix I: Sustainability Performance
306-5	Waste directed to disposal	Emissions Management
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Sustainable Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Employee Rights Protection Appendix I: Sustainability Performance
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Rights Protection
401-3	Parental leave	Employee Rights Protection
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Not applicable

Item	Content	Index
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
403-3	Occupational health services	Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
403-5	Worker training on occupational health and safety	Occupational Health and Safety
403-6	Promotion of worker health	Occupational Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety
403-9	Work-related injuries	Occupational Health and Safety Appendix I: Sustainability Performance
403-10	Work-related ill health	Occupational Health and Safety
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Employee Training and Development Appendix I: Sustainability Performance
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Training and Development
404-3	Percentage of employees receiving regular performance and career development reviews	Appendix I: Sustainability Performance
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Employee Rights Protection
405-2	Ratio of basic salary and remuneration of women to men	Appendix I: Sustainability Performance
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Not applicable
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Not applicable
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not applicable

Item	Content	Index
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Not applicable
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	Not applicable
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Power for Rescue Power for Community
413-2	Operations with significant actual and potential negative impacts on local communities	Not applicable
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Sustainable Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain
GRI 415: Public Policy 2016		
415-1	Political contributions	Not applicable
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of products and service categories	Product Quality and Safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality and Safety
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	Customer Service
417-2	Incidents of non-compliance concerning product and service information and labeling	Customer Service
417-3	Incidents of non-compliance concerning marketing communications	Customer Service
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not applicable

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